

SUBJECT:	Pay Policy Statement 2019/20
RELEVANT MEMBER:	Isobel Darby, Leader
RESPONSIBLE OFFICER	Bob Smith, Chief Executive
REPORT AUTHOR	Louise Cole HR Manager, 01494 732015, louise.cole@chilternandsouthbucks.gov.uk
WARD/S AFFECTED	N/A this relates to a pay statement

1. Purpose of Report

To seek Council approval to the statutory Pay Policy Statement for 2019/20 following consideration by the Joint Staffing Committee on 28th January 2019.

RECOMMENDATIONS

1. That the Pay Policy Statement 2019/20 attached be adopted by the Council.

2. Reasons for Recommendations

The Localism Act 2011 requires each Council to produce and publish annually a pay policy statement. The statement should be approved by 31 March each year, at a meeting of the Full Council, and then be published on each website.

3. Content of Report

3.1 Since 2015/16 Chiltern District Council and South Bucks District Council have had a joint pay policy. This policy statement is a technical document prescribed by the Localism Act and accompanying statutory guidance. The 2019/20 statement attached reflects the pay uplift which will be applied in April 2019 when the 2% pay uplift has been applied as agreed in local pay negotiations in 2018.

3.2 The 2019/20 Pay Policy Statement, which is attached at appendix 1, sets out:

- an introduction by way of context
- information about the remuneration of chief officers which includes a comparison with other officers
- information on the lowest paid employees.

3.3 Please note the figures in sections 3 and 4 of the policy statement are for 2018/19 and these will be updated after the pay award on 1st April 2019 has been processed when accurate calculations can be provided.

4. Consultation

Not Applicable

5. Corporate Implications

This is a statutory requirement under the Localism Act 2011.

6. Links to Council Policy Objectives

There is no direct link to the Council's objectives but openness and transparency on Council policies supports good governance.

7. Next Step

Subject to its agreement and adoption by Council, the Pay Policy statement will be published on the web site.

Background Papers:	None other than referred to in this report and Appendix.
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