

<b>SUBJECT:</b>	Pay Policy Statement 2019/20
<b>REPORT OF:</b>	Nick Naylor, Leader SBDC
<b>RESPONSIBLE OFFICER</b>	Bob Smith, Chief Executive
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<b>WARD/S AFFECTED</b>	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 of the Joint Staffing Committee on 28<sup>th</sup> January 2019.

### RECOMMENDATIONS

That the attached Pay Policy Statement 2019/20 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 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 1<sup>st</sup> 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.

<b>Background Papers:</b>	None other than those referred to in the report and Appendix.
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