SUBJECT:	Pay Policy Statement 2018/19
REPORT OF:	Bob Smith, Chief Executive
RESPONSIBLE OFFICER	Louise Cole, HR Manager
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WARD/S AFFECTED	N/A this relates to a pay statement

1. Purpose of Report

To seek Joint Staffing Committee approval to the statutory Pay Policy Statement for 2018/19.

> **RECOMMENDATION**
>
> **1. That the Pay Policy Statement 2018/19 attached be recommended to the Council for adoption.**

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 their 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 2018/19 statement is currently unchanged from last year as at the present time the local pay award has not been determined and therefore pay uplifts have not been applied and pay remains at the same level as in 2017/18. This pay policy will be updated and resubmitted to the JSC following agreement on the 2018/19 pay award.

3.2 The 2018/19 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

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.