

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 10 APRIL 2019

REPORT BY HEAD OF HUMAN RESOURCES AND ORGANISATIOAL
DEVELOPMENT

PAY POLICY STATEMENT 2019/20

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- Members are invited to recommend to Council, approval of the Pay Policy Statement 2019/20.

RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:

That:

(A)	the Pay Policy Statement 2019/20 is recommended to Council for approval.
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1.0 Background

1.1 A pay policy statement is required to be produced annually under sections 38 of the Localism Act. Regard is to be had to guidance section 40 from the Secretary of State in producing this statement.

1.2 A pay policy statement for a financial year must set out the Authority's policies for the financial year relating to:

- the remuneration of chief officers

- the remuneration of the lowest paid employees
- the relationship between chief officers remuneration and that of other officers

1.3 “Remuneration” for the purposes of this statement includes three elements:

- basic salary
- pension
- all other allowances arising from employment

1.4 The objectives of the report are to:

- (a) ensure a capable and high performing workforce;
- (b) ensure simplicity, clarity and fairness between employees and between the council and the community;
- (c) differentiate between remuneration and other employee related expenses.

2.0 Report

2.1 The Pay Policy Statement 2019/20 can be found at **Essential Reference Paper B**.

3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper ‘A’**.

Background Papers - none

Contact Officer and report author:

Simon O’Hear – Head of HR and OD

01279 502 141

Simon.o’hear@eastherts.gov.uk