

FAREHAM

BOROUGH COUNCIL

Report to Council

18 April 2019

Subject: **PAY POLICY STATEMENT 2019-2020**

Report of: **Deputy Chief Executive Officer**

SUMMARY

The purpose of this report is to present the updated pay policy statement for 2019/20 to Council for approval.

RECOMMENDATION

It is recommended that Council approves the updated pay policy statement 2019/20 as attached to this report as Appendix A.

INTRODUCTION

1. The Localism Act 2011 requires that relevant authorities must prepare a pay policy statement for each financial year.
2. A pay policy statement for a financial year must set out the authority's policies for the financial year relating to:
 - a) the remuneration of its chief officer;
 - b) the remuneration of its lowest-paid employees; and
 - c) the relationship between:
 - (i) the remuneration of its chief officers; and
 - (ii) the remuneration of its employees who are not chief officers

BACKGROUND

3. The Fareham Borough Council pay policy statement forms part of the Council's Medium-Term Finance Strategy. This Strategy is presented to the Executive each year for approval. The pay policy statement is annexed to the Medium-Term Finance Strategy as Annex C.

PAY POLICY STATEMENT 2019/20

4. The Medium-Term Finance Strategy 2019/20 was presented to the meeting of the Executive held on 07 January 2019 and was approved.
5. In approving the Medium-Term Finance Strategy 2019/20, the Executive also recommended that the updated pay policy statement 2019/20 be submitted to Council for approval. A copy of the updated Pay Policy Statement 2019/20 is attached to this report as Appendix A
6. Council is now invited to review and approve the updated pay policy statement 2019/20.

RISK ASSESSMENT

7. There are no significant risks associated with this report

CONCLUSION

8. The Council is required to prepare a pay policy statement for each financial year. An updated statement for the 2019/20 financial year is therefore provided for Council's consideration and approval.

Appendices: Appendix A: Pay Policy Statement 2019/20

Background Papers: None

Reference Papers: Report to the Executive 07 January 2019

Contact: For further information please contact Neil Wood (Ext: 4506).