

REPORT OF THE  
Chief Executive  
PART I

**347. HAMPSHIRE COUNTY COUNCIL PAY POLICY STATEMENT FOR  
FINANCIAL YEAR 2013-14**

1. By virtue of Section 38 of the Localism Act 2011, ('the Localism Act'), the County Council is required to prepare a Pay Policy Statement ('Pay Statement') for each financial year. Section 39 of the Localism Act requires that a Pay Statement is prepared and approved by full Council prior to 31 March 2013.

2. The Pay Statement needs to set out the County Council's policies in respect of the remuneration of its Chief Officers, the remuneration of its lowest paid employees, and the relationship between the remuneration of its Chief Officers and the remuneration of employees who are not Chief Officers.

3. The Employment in Hampshire County Council Committee ('EHCC Committee') considered a draft Pay Statement for the financial year 2013-14 at its meeting on 31 October 2012. The draft Pay Statement considered by the EHCC Committee was based on that previously approved by the County Council for the financial year 2012-13.

4. The EHCC Committee resolved to recommend the draft Pay Statement to full Council for approval at its meeting on 21 February 2013. The EHCC Report and the draft Pay Statement is attached as an Annex to this Report. In doing so the EHCC Committee noted that there had been no pay award for staff since 2009.

**RECOMMENDATION**

That the County Council:

Approves the Pay Statement for the financial year 2013-14 attached in the Annex to this Report for adoption and agrees that the EHCC Committee remains the appropriate Committee to agree Chief Officer remuneration, including individual salary offers for those above Grade K in respect of any new Chief Officer appointments, in accordance with the Pay Statement.

This page is left intentionally blank