

REPORT OF THE  
**Employment in Hampshire County Council Committee**  
PART I

**HAMPSHIRE COUNTY COUNCIL PAY STATEMENT FOR FINANCIAL YEAR  
2022/23**

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 2022.
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 2022/23 at its meeting on 11 November 2021. The draft Pay Statement considered by the EHCC Committee was based on that previously approved by the County Council for the financial year 2021/22.
4. The EHCC Committee resolved to recommend the draft Pay Statement to full Council for approval at its meeting on 17 February 2022. The EHCC Report and the draft Pay Statement is attached as an **Annex and Appendix A** to this Report.

**RECOMMENDATIONS**

That the County Council approve the Pay Statement for 2022/23 as detailed in the report to the Employment in Hampshire County Council Committee (Annex and Appendix A to this Report), and agrees that EHCC Committee remains the appropriate Committee to agree Chief Officer remuneration for Chief Officers above Grade K, including individual salary offers in respect of any new Chief Officer appointments, any changes to Chief Officer salaries after appointment and any severance packages for Chief Officers leaving the County Council, in accordance with the Pay Statement.