

REPORT OF THE
Employment in Hampshire County Council Committee
PART I

**HAMPSHIRE COUNTY COUNCIL PAY STATEMENT FOR FINANCIAL YEAR
2025/26**

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 for financial year 2025/26 is prepared and approved by full Council prior to 31 March 2025.
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 2025/26 at its meeting on 8 November 2024. The draft Pay Statement considered by the EHCC Committee was based on that previously approved by the County Council for the financial year 2024/25.
4. The EHCC Committee resolved to recommend the draft Pay Statement to full Council for approval at its meeting on 13 February 2025. In doing so, the EHCC Committee delegated authority to the Chief Executive, in consultation with the Chairman of the EHCC Committee, to make any changes to the draft Pay Statement consequential upon any changes to legislative requirements or other statutory guidance or changes to remuneration of staff or policies, the creation of new roles, and changes to existing roles or responsibilities, determined prior to consideration of the Pay Statement by full Council. The draft Pay Statement has consequentially been updated to reflect the outcome of the 2024/25 Pay Settlement and other matters relating to changes in policy. The EHCC Report and the draft Pay Statement is attached as an **Annex and Appendix A** to this Report.

RECOMMENDATION

That the County Council approve the Pay Statement for 2025/26 as detailed in the report to the Employment in Hampshire County Council Committee (Annex and Appendix A to this Report), and agrees that the 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.