

Central Bedfordshire Council

COUNCIL

Thursday, 21 January 2016

Pay Policy Statement 2016/17

Report of Cllr Jane Lawrence, Chairman of General Purposes Committee
(jane.lawrence@centralbedfordshire.gov.uk)

Advising Officers: Director of Improvement and Corporate Services,
(deb.broadbent-clarke@centralbedfordshire.gov.uk)

Leslie Manning, Committee Services Officer,
(leslie.manning@centralbedfordshire.gov.uk)

Purpose of this report

This report outlines the discussion held on the draft Pay Policy Statement 2016/17 at the General Purposes Committee on 17 December 2015 and seeks the Council's approval and adoption of the Statement and its publication.

RECOMMENDATIONS

The Council is asked to:

1. approve and adopt the draft Pay Policy Statement 2016/17, as set out at Appendix A;
2. publish the Pay Policy Statement 2016/17 on the Council's website following approval and adoption.

Overview and Scrutiny Comments/Recommendations

1. The report has not been considered by Overview and Scrutiny because, under its existing terms of reference, the General Purposes Committee is authorised to approve strategic employee policies and determine terms and conditions of employment for employees. However, under the Localism Act 2011 the Pay Policy and any subsequent amendments must be approved by full Council.

Background

2. On 17 December 2015 the General Purposes Committee considered a report which set out the draft Pay Policy Statement for 2016/17. Members noted that under the Localism Act 2011 local authorities were

required to publish a comprehensive Pay Policy Statement and that the Statement should be reviewed and updated annually.

3. The Committee noted that the Localism Act had extended the requirements under the Code of Transparency to publish Chief Officer remuneration on the Council website, and also to ensure that full Council had the opportunity to approve senior appointments or severance arrangements outside of existing approved policies and pay arrangements.
4. The Committee was aware that the draft Pay Policy Statement before it reflected existing pay arrangements following the national pay award implemented in January 2015 and covered the period to 31 March 2016. No details of any pay awards after this date were known although there would be a requirement to implement the national living wage.
5. The meeting noted that the provisions of the Localism Act brought together accountability, transparency and fairness in setting local pay. Councillors were therefore required to take a greater role in determining pay to ensure that the decisions were taken by those who were directly accountable to local people. The Localism Act also ensured that communities had access to the information they needed to determine whether remuneration, particularly at a senior level, was appropriate and had also introduced requirements to ensure that a comparison was possible between the policies adopted on the remuneration of Chief Officers and other employees. For the period 2016/17 the ratio of pay of the Chief Executive to that of the median earner was 7.3:1 and the ratio of pay of the Chief Executive to that of the mean average salary was 6.7:1. Both of these ratios were below the expected multiples of 8:1 for the public sector as identified in the Hutton Review of Fair Pay in the Public Sector (2011). The meeting noted that the Council's policy was that the Chief Executive's salary would be no greater than 8x the median earner.

Reason/s for decision

6. To meet the statutory requirement to publish annually a Pay Policy Statement that has been approved by Full Council.

Council Priorities

7. This report and the attached draft Pay Policy Statement does not directly support the Council's priorities but meets the requirements of the Localism Act. The draft Pay Policy sets out how the Council pays and rewards its employees in a fair and equitable manner taking account of market pressures so that the Council is able to attract and retain the resources required to support the delivery of its priorities.

Corporate Implications

Legal Implications

8. The attached draft Pay Policy Statement complies with Sections 38-43 of the Localism Act 2011 which requires that all authorities publish a Pay Policy to enable greater transparency towards chief officer pay.

Financial and Risk Implications

9. There are no direct implications from this report or the attached draft Pay Policy Statement.

Equalities Implications

10. The Pay Policy will apply to all employees regardless of age, disability, gender, race, sexual orientation, religion/belief (or any other protected characteristic) as appropriate to their level in the organisation and the relevant terms and conditions of their employment.
11. The Pay Policy brings together information from existing policies and documents. These documents have previously been scrutinised to ensure that they comply with the council's equalities duties and equality impact assessments carried out as appropriate.
12. Where the recommendations under the Localism Act regarding the disclosure of data relates to individuals, this is permitted by Article 8 (2) of the Human Rights Act and Section 35 (1) of the Data Protection Act. The Council will not publish more data than is required to comply with the legislation.

Conclusion and next Steps

13. Council is asked to approve and adopt the attached draft Pay Policy Statement and publish the adopted Statement on the Council's website on 1 April 2016.

Appendices

The following Appendix is attached:

Appendix A – Draft Pay Policy Statement 2016/17

Background Papers

The following background papers, not previously available to the public, were taken into account and are available on the Council's website:

None