

Central Bedfordshire Council

General Purposes Committee

8 December 2016

Pay Policy Statement 2017/18

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Purpose of this report

This report sets out the details of the Pay Policy Statement for 2017/18 which is a requirement for the Council to adopt by 31 March 2017.

RECOMMENDATIONS

The Committee is asked to:

1. Approve the attached Pay Policy Statement for 2017/18
2. Recommend to Full Council that the Pay Policy be adopted and published on the Council's website with effect from 1 April 2017.

Overview and Scrutiny Comments/Recommendations

1. None.

Background

2. The Localism Act sets out requirements for all Local Authorities to publish a comprehensive Pay Policy Statement which is reviewed and updated annually.
3. The legislation further extends the existing requirements under the Code of Transparency to publish Chief Officer remuneration on the website and ensure that Full council has the opportunity to approve senior appointments or severance arrangements outside of existing approved policies and pay arrangements.

4. The attached draft Pay Policy Statement 2017/18 (Appendix A) reflects existing terms and conditions that have been secured at the appropriate level through the Council's governance arrangements.
5. The Constitution sets out that all Chief Officer level senior appointments must be made by the Appointments panel and this provides the necessary checks within the Council to ensure that salary packages are appropriate and proportionate to the roles and responsibilities held, and relevant market forces and existing pay arrangements already in place are taken into account.
6. The Pay Policy Statement also sets out that in the event of an exceptional discretionary payment being proposed as part of a severance package, which is outside of our statutory or contractual arrangements, General Purposes Committee would need to make a recommendation to Full Council for approval.

Issues

7. The Pay Policy Statement 2017/18 reflects the existing pay arrangements following the national pay award that was implemented in April 2016. Although it was a two year pay award the Pay Policy Statement only reflects the pay award to March 2017. A further 1% cost of living pay award for all employees covered by the NJC terms and conditions of employment has been agreed to be effective from 1 April 2017. However the pay points in the attached draft Pay Policy Statement do not yet include these figures as they have not been implemented and checked through. It is likely that the draft document at Appendix A will be updated to include these figures before the Pay Policy Statement is presented to Full Council in January 2017.
8. As the government are proposing to introduce a cap on Public Sector Termination payments and a requirement to make a Recovery of Exit Payments to high earning employees in particular circumstances, the attached Pay Policy Statement will need to be amended to reflect the details of the Regulations when finalised. This is likely to be during April 2017. Any revised Pay Policy Statement will be brought to General Purposes Committee for consideration prior to being presented to Full Council.

Responsibility for decision on remuneration

9. The provisions of the Localism Act bring together accountability, transparency and fairness in setting local pay. Councillors are required to take a greater role in determining pay ensuring that decisions are taken by those who are directly accountable to local people.
10. Under the existing terms of reference for the General Purposes Committee the attached Policy Statement would be approved by the Committee and no further consideration would be required.

11. However one of the requirements of the Localism Act is that the Pay Policy Statement and any subsequent amendments must be approved by Full Council and this should be in time for publication from 1 April each year.
12. The recommendations set out in this report deal with this requirement.
13. The Act ensures that policies and decisions on the pay and reward of the most senior staff are set clearly within the context of the pay of the wider workforce.

Reason for decision

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

Council Priorities

15. This report and the attached Pay Policy Statement do not directly support the Council's priorities but meets the requirements of the Localism Act. The 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

16. The attached Pay Policy complies with Sections 38-43 of the Localism Act which requires that all authorities publish a Pay Policy Statement to enable greater transparency towards Chief Officer pay.

Financial Implications

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

Equalities Implications

18. 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.

19. 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.
20. 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.

Appendices

Appendix A – Draft Pay Policy Statement 2017/18

Background Papers (open to public inspection)

None