

Aspect of Chief Officer Remuneration	Council Policy
Recruitment	The post will be advertised and appointed to at the appropriate approved salary for the post in question level unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the authority's policy and any variation will be approved through the appropriate authority decision making process.
Pay Increases	The council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The council will also apply any pay increases that are as a result of council decisions to significantly increase the duties and responsibilities of the post in question beyond the normal flexing of duties and responsibilities that are expected in senior posts.
Additions To Pay	The council would not make additional payments beyond those specified in the contract of employment.
Market Supplement	With effect from September 2013 a Market Supplement Policy has been introduced for Chief Officers which allows where there is objective justification and evidence, a supplement to pay to reflect a market premium for a specific role.
Stand by Policy	With effect from 1 st June 2014 it became a contractual requirement for Chief Officers to participate in a Stand By rota to provide emergency cover out of hours. Payment for hours on Stand By are paid at the agreed rate in force under the council's standard Stand By Policy.
Performance Related Pay	<p>The council implemented a change to Chief Officer and Chief Executive pay on 12th May 2014 linking incremental progression to the achievement of objectives as set in the annual performance development review (PDR) process. This allows for where agreed targets and standards have been achieved an individual may progress by one increment annually until they reach the top of the grade.</p> <p>The council does not currently operate a performance related pay system for other posts.</p>

Earn-Back (Withholding an element of base pay related to performance)	The council does not operate an earn-back pay system as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior officers. Any areas of under-performance are addressed rigorously.
Bonuses	The council does not pay bonus payments to senior officers.
Termination Payments	<p>The council applies its normal redundancy payments arrangements to senior officers and does not have separate provisions for senior officers. The council also applies the appropriate Pensions regulations when they apply. The council has agreed policies in place on how it will apply any discretionary powers it has under Pensions regulations. Any costs that are incurred by the council regarding senior officers are published in the authority accounts as required under the Accounts and Audit (England) Regulations 2011.</p> <p>Chief Officer severance packages over £100k in value are subject to approval by the Council's Staffing Matters & Urgency Committee.</p>
Transparency	The council meets its requirements under the Localism Act, the Code of Practice on Data Transparency and the Accounts and Audit Regulations in order to ensure that it is open and transparent regarding senior officer remuneration.
Re-employment of staff in receipt of an LGPS Pension or a redundancy/severance payment	The council is under a statutory duty to appoint on merit and has to ensure that it complies with all appropriate employment and equalities legislation. The council will always seek to appoint the best available candidate to a post who has the skills, knowledge, experience, abilities and qualities needed for the post. The council will therefore consider all applications for candidates to try to ensure the best available candidate is appointed. If a candidate is a former employee in receipt of an LGPS pension or a redundancy payment this will not rule them out from being re-employed by the council. Clearly where a former employee left the authority on redundancy terms then the old post has been deleted and the individual cannot return to the post as it will not exist. The council will apply the provisions of the Redundancy Payments Modification Order regarding the recovery of redundancy payments if this is relevant. Pensions Regulations also have provisions to reduce pension payments in certain circumstances to those who return to work within the local government service.