

SECTION 1: CIA SUMMARY
Community Impact Assessment: Summary
1. Name of service, policy, function or criteria being assessed:

Chief Officer Pay Policy

2. What are the main objectives or aims of the service/policy/function/criteria?

To introduce a new director grade into the Chief Officer grade structure.

To harmonise the number of pay levels within grades.

To bring together in one document details of all the pay arrangements for Chief Officers.

3. Name and Job Title of person completing assessment:

Judith Bennett, Pay, Reward and Policy Manager

4. Have any impacts been Identified? (Yes/No)

Yes

Community of Identity affected:

Employees covered by the Joint Negotiating Committee for Local Authority Chief Officers. Currently at time of writing this is 16 employees.

Summary of impact:

The policy sets out the framework for establishing grades and pay levels for Chief Officers. It ensures consistency and reduces the potential for discrimination.

5. Date CIA completed: 26th February 2019

6. Signed off by:

7. I am satisfied that this service/policy/function has been successfully impact assessed.

Name: Ian Floyd

Position: Deputy Chief Executive & Director of Customer and Corporate Services

Date:

8. Decision-making body:

Full Council

Date:

21st March 2019

Decision Details:

Send the completed signed off document to ciasubmission@york.gov.uk It will be published on the intranet, as well as on the council website.

Actions arising from the Assessments will be logged on Verto and progress updates will be required

Community Impact Assessment (CIA)

Community Impact Assessment Title:
Chief Officer Pay Policy

What evidence is available to suggest that the proposed service, policy, function or criteria could have a negative (N), positive (P) or no (None) effect on quality of life outcomes? (Refer to guidance for further details)

Can negative impacts be justified? **For example: improving community cohesion; complying with other legislation or enforcement duties; taking positive action to address imbalances or under-representation; needing to target a particular community or group e.g. older people.** NB. Lack of financial resources alone is NOT justification!

Community of Identity: Age

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>	<p>Reduces potential for discrimination in pay on the basis of age.</p>	<p>None</p>	<p>P</p>

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

Community of Identity: Carers of Older or Disabled People

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>	Reduces potential of discrimination in pay due to caring responsibilities.	None	P

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

Community of Identity: Disability

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>		Reduces potential of discrimination in pay due to disability.	None	P
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

Community of Identity: Gender

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of</p>		Reduces potential for discrimination in pay on the basis of gender.	None	P

<p>jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

Community of Identity: Gender Reassignment

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>	<p>Reduces potential for discrimination in pay on the basis of gender reassignment.</p>	<p>None</p>	<p>P</p>

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

Community of Identity: Marriage & Civil Partnership

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)	
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>	Reduces potential for discrimination in pay on the basis of marriage & civil partnerships.	None	P	
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

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Community of Identity: Pregnancy / Maternity				
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Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
The policy does not cover pregnancy or maternity related policy or procedures.			None	None
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

Community of Identity: Race				
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Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme. Pay rates and rules are clearly set out in the policy along		Reduces potential for discrimination in pay on the basis of race.	None	P

with other elements of pay applicable to Chief Officers. Pay decisions can only be made within the policy and with appropriate authorisation.				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

Community of Identity: Religion / Spirituality / Belief

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>	Reduces potential for discrimination in pay on the basis of religion/spirituality/belief.	None	P

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

Community of Identity: Sexual Orientation

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)	
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>	Reduces potential for discrimination in pay on the basis of sexual orientation.	None	P	
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date