

Council

26 March 2015

Cabinet Leader, Finance & Performance

Pay Policy 2015/16

Summary

1. The purpose of the report is to present the council's Pay Policy Statement for 2015/16 for approval and any Chief Officer pay increases for local consideration.
2. To note that Annex A reflects the Chief Officer structure in existence at the time of adoption of the Policy.

Background

3. Section 38 – 43 of the Localism Act 2011 introduced a requirement for the council to produce and publish an annual policy statement that covers a number of matters concerning the pay of the council's senior staff, principally Chief Officers and relationships with the pay of the rest of the workforce.
4. Further guidance was issued in February 2013 by the Secretary of State for Communities. This guidance has been followed in the production of the Pay Policy Statement.
5. In November 2014, a pay award was agreed for all staff except Chief Officers which consisted of a lump sum payment paid in December 2014, and a 2.2% increase awarded from January 2015 to March 2016.
6. All Chief Officers earning a substantive salary of £99,999 or below have been awarded a 2% increase from January 2015 to March 2016. This latter offer specifically excluded Chief Officers earning £100k or over.

7. The pay award for Chief Executives remains unagreed at the time of writing this report – the offer to Chief Executives is set at the same level of 2% at £99,999 or below.
8. For information the last pay increase to Chief Officers was awarded in 2008.

Consultation

9. Approval of the Policy Statement is by full Council, consultation with other management bodies is not required. However, where changes to policy are proposed that affect terms and conditions of employment appropriate consultation with the relevant parties will be carried out.

Options

10. Option one - To endorse the Pay Policy Statement.
11. Option two - To reject / amend the Pay Policy Statement.

Analysis

12. The salaries quoted in the documents are based on full time equivalent salaries and the median average has been used in calculating the pay multiple. It should also be noted that apprentices have been excluded from the statement as they are employed on training contracts, and paid outside of the council's grading structure.
13. The Living Wage Supplement rate will be increased from 1 April 2015 taking the rate of pay for the lowest paid individuals to £7.85 per hour.
14. Changes were agreed to terms and conditions relating to pay of Chief Officers in May 2014. These changes included the introduction of: time of lieu; stand by rota and payments, performance related incremental progression, and the reduction of annual leave by 4 days. The relevant changes have been included in the Policy Statement and Annex C.
15. Salary information is already published for certain senior staff under the requirements of The Accounts and Audit (England) Regulations (2011). Information can also be found in the

council's website at:

<http://www.york.gov.uk/council/information/opendata/salaries/>.

The Pay Policy Statement and its Annexes will also be published in this section of the website.

Council Plan

16. The production of this Policy Statement contributes to the Council's core capability of being a confident and collaborative organisation by meeting its legal obligations in a timely and effective way

Implications

17.

(a) Financial

There are no financial implications for the report. All pay awards referenced in this report are accounted for in the 2014/15 and 2015/16 Budget Strategy.

(b) Human Resources (HR)

There are no human resources implications for the report, other than this statement reflects current HR Policy in relation to senior pay in the council.

(c) Equalities (Contact – Equalities Officer)

There are no equalities implications for the report.

(d) Legal

The Pay Policy Statement meets the requirements of the Localism Act and also meets the requirements of guidance issued by the Secretary of State for Communities and Local Government to which the authority is required to have regard under Section 40 of the Act.

(e) Crime and Disorder

There are no implications for crime and disorder.

(f) **Information Technology (IT)**

There are no implications for IT.

(g) **Property**

There are no implications for property.

(h) **Other**

Other implications are covered in the body of the report.

Risk Management

18. There are no significant risks associated with production of the Policy.

Recommendations

19. That in order to fulfil the requirements of Sections 38 - 43 of the Localism Act 2011 Council:

- (i) Approves the Pay Policy Statement for 2015/16 relating to the pay of the Council's senior staff.
- (ii) Notes that Annex A reflects the Chief Officer structure in existence at the time of adoption of the Policy.
- (iii) Notes the requirement to review and approve an amended Pay Policy Statement following any changes made to policy during 2015/16.

Reason: In order to fulfil the requirements of Section 38 – 43 of the Localism Act 2011 for the council to produce and publish an annual policy statement that covers a number of matters concerning the pay of the council's senior staff, principally Chief Officers and relationships with the pay of the rest of the workforce.

Contact Details

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Specialist Implications Officer(s)				
Wards Affected:			All	
			√	
For further information please contact the author of the report				

Background Papers:

Communities & Local Government:
 'Openness and accountability in local pay:
 Guidance under section 40 of the Localism Act'

Annexes:

Annex A - City of York Council Pay Policy Statement 2015 to 2016
 Annex B - Chief Officer Remuneration Details
 Annex C - Chief Officer Remuneration Policies
 Annex D - Public Health Pay & Allowances & Policies
 Annex E - Publication Requirements