

 <p>CITY OF YORK COUNCIL</p>	
<p>Council</p>	<p>28th March 2013</p>
<p>Cabinet Member for Corporate Services</p>	

Pay Policy 2013/14

Summary

1. The purpose of this report is to present the council's Pay Policy Statement for 2013/14 at Annex A for approval.
2. To note that the Statement 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. This will be the second Policy Statement the council has produced.
4. Further guidance was issued in February 2013 by the Secretary of State for Communities & Local Government. This guidance has been followed in the production of the Pay Policy Statement.

Consultation

5. 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

6. Option one - to approve the Pay Policy Statement.
7. Option two - to reject / amend the Pay Policy Statement.

Analysis

8. The Localism Act 2011 sets out specific details of what should be included in the Policy Statement. Local Government Yorkshire and Humber have provided guidance and templates which comply with these requirements. The council has adopted these templates as have many others in the region.
9. 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.
10. New information is included in the Policy Statement this year to reflect the new guidance and changes introduced by the council.
11. In accordance with the new guidance, full Council will now be given the opportunity to vote on any proposed severance payment over £100,000.
12. As a new policy for 2013, the introduction of a Living Wage for employees has been included in the Policy Statement. Whilst this will lift the pay of individuals at the lowest pay levels it does not impact on the median salary level. The pay multiple (the relationship between the median salary and the highest paid salary in the council) at the time of writing shows no change from the previous year at 6.2:1.
13. 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/info/200602/open_data/569/open_data/2

14. The current Pay Policy Statement and its Annexes is also published in this section of the website.
15. The transfer of the role of Director of Public Health and Public Health Consultant to the Council will be affected during the period of the 2013/14 Pay Policy Statement. Following the transfer the Policy Statement and salary information required under the Accounts and Audit (England) Regulations (2011) will be amended accordingly.

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 of the report.

(b) **Human Resources (HR)**

There are no human resources implications of 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 of 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:
- (i) Council approves the Pay Policy Statement for 2013/14 relating to the pay of the council's senior staff.
 - (ii) Council notes that Annex A reflects the Chief Officer structure in existence at the time of adoption of the Policy.
 - (iii) Council notes the requirement to review and approve an amended Pay Policy Statement following any changes made to policy during 2013/14.

Contact Details

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Specialist Implications Officer(s) AD Governance & ICT			
Wards Affected: None		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 2013 to 2014