

Report of the Chief Executive

Proposals to Negotiate and Consult on Chief Officer Pay Policy

Summary

1. This report is provided to Staffing Matters and Urgency Committee to give an overview on the proposed Chief Officer Pay Policy from April 2019.

Background

2. Guidance for local councils on promoting openness about their employees' pay is provided by the Government. The guidance sets out the key policy principles that underpin pay accountability in the [Localism Act 2011](#).
3. Relevant authorities have to prepare pay policy statements. These statements must explain what an authority's policies are on a range of issues relating to the pay of its workforce, particularly its senior staff and its lowest paid employees.
4. Annually the pay policy is approved by full council and published on the CYC website.
5. This year work has been ongoing to consider in more detail the Chief Officer Pay Policy, to bring everything into one place for ease of reference and transparency.
6. In addition, the current Chief Officer Pay structure has a significant gap between the role of an Assistant Director and that of a Corporate Director.
7. The Chief Executive and Head of HR believe the Council would benefit from a more complete pay structure that builds in a Director level between the Assistant Directors and the Corporate Directors.
8. Proposals have been worked up in negotiation with trade unions, GMB and Unison, to pull together an appropriate pay structure and pay policy for Chief Officers. Please note that this excludes Chief Executive.

Consultation

9. Work has been ongoing with HR, GMB and Unison to draft the pay policy prior to going into formal negotiation and consultation.
10. The Unions have requested that this becomes a Collective Agreement, this request will be considered at the next CCNC (Corporate Consultative Negotiating Committee) meeting.

Options/ Analysis

11. The attached Chief Officer Pay Policy at appendix A sets out all of the detailed proposed to become part of the pay policy.
12. The new proposed structure is also included, and shows a Director level.
13. For all three chief officer grades in the proposed pay structure there are four incremental levels that have been applied and following discussions with the Unions the increments have been amended to ensure there is a levelling out between increments.
14. The paper clearly states that Hay job evaluation methodology will be used, and for the first time we are sharing the points bandings.
15. There is no additional cost to the proposal expected at this time, as the top of the current bands for Assistant Director and Corporate Director remain unchanged.
16. The new banding of Director is for posts that are part of the Corporate Management Team and therefore unlikely that any current Assistant Director post will fall into that level of Hay banding.
17. The implementation and full review of all Chief Officer posts may result in posts being graded within the new Director grade and as previous papers to the committee have shown new posts within the Corporate Services restructure will fall within this Director level.

Council Plan

18. The Pay Policy continues to support the council plan, ensuring we attract and retain staff with the rights skills.

Implications

19. The following implications have been considered.

Financial: There is no expectation that the pay policy will cost any additional costs to the pay bill.

Equalities The policy ensures transparency and fairness.

Human Resources- HR will liaise with CCNC to agree a Collective Agreement for the Chief Officer Pay Policy.

Crime and Disorder – There are no crime and disorder implications

Information Technology (IT) – There are no IT implications

Property – There are no property implications

Other – There are no other implications

Risk Management

20. There are no known risks associated with the enhancement to the Chief Officer Pay Policy.

Recommendations

21. Staffing Matters and Urgency Committee is asked to note the ongoing work to agree the Chief Officer Pay Policy with the Trade Unions and that Council will receive the full Pay Policy to approve at its meeting in March 2019.

Reason: To keep the Committee informed of progress relating to the Chief Officer Pay Policy and comply with statutory requirements in relation the formal approval of the full Pay Policy.

Contact Details

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**Chief Officer Responsible for the
report:**

Mary Weastell
Chief Executive

**Report
Approved**



Date 25/1/2019

Specialist Implications Officer(s):

None

Wards Affected:

All



For further information please contact the author of the report

Background Papers:

None

Annexes

A Draft Chief Officer Pay Policy and Implementation Plan