

Senior Manager Pay Data and Pay Policy Statement 2023

To: Staffing and Appeals Committee

Meeting Date: 23rd February 2023

From: Staffing and Appeals Committee

Purpose: The purpose of this report is to review the data due to be published on senior employee remuneration to ensure compliance with:

- The Local Government Transparency Code 2015
- Chapter 8 of the Localism Act 2011

Recommendations: Staffing and Appeals Committee is asked to consider the report and recommend the Pay Policy Statement 2023 (Appendix 2) to Council on 21 March 2023 for approval.

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1.0 Background

- 1.1 In 2015, the Secretary of State for Communities and Local Government issued The Local Government Transparency Code 2015. The code sets out the key principles in making local authorities more transparent and accountable to local people. The Council has been proactive in its compliance with this code.
- 1.2 In addition, under the Localism Act 2011, Local Authorities are required to prepare a Chief Officer Pay Policy Statement for each financial year. This policy statement must be approved by a resolution of the authority, i.e., full Council, and is required to be published by 31 March.

2.0 Current Position

- 2.1 In accordance with the Local Government Transparency Code 2015, we publish on the Council's website:
- The names of employees paid £150,000 and above.
 - The post title, team, grade, salary range, (in £5,000 brackets) and salary ceiling point for the top 3 tiers of the organisation, along with details of whether the appointments are permanent or temporary.
 - The post title, grade and salary range of employees earning £50,000 and above.
 - The 'pay multiple' – the ratio between the highest paid salary and the median salary of the authority's workforce.
 - Structure charts showing colleagues in the top 3 levels of the organisation.
 - Details of vacancies via the Council's new recruitment hub: [Jobs and careers with Cambridgeshire County Council](#)

3.0 Senior Officer Pay Data

- 3.1 The senior manager pay data is provided in two worksheets in Appendix one. This data considers the 12-month period from 1st December 2021 to 30th November 2022.
- 3.2 The tier 1 to 3 data looks at the full time equivalent (FTE) salary of those employed in these tiers of the organisation. There were four posts in the organisation in the reporting period that were paid an FTE salary of more than £150,000. These are:
- Chief Executive, Stephen Moir with a salary of £190,000. Stephen was appointed, at his request, on a salary lower than that advertised for the post and for 2023/2024 he has waived the cost-of-living increase that would ordinarily have been applied to his salary.
 - Rachel Stoppard, Chief Executive Greater Cambridge Partnership (GCP) with a FTE salary of £154,252. The Greater Cambridge Partnership is an

independently operated entity with the majority of the GCP funding coming from a central government grant.

- Charlotte Black shared Executive Director of People Services with a salary of £161,925. It should be noted that Charlotte has now left the authority. At the time the data was extracted, this post (and 50% of the cost) was shared with Peterborough City Council.
- Stephen Cox, Executive Director, Place & Sustainability with a salary of £158,177. This post is shared with, and 50% funded by, the Cambridgeshire and Peterborough Combined Authority.

- 3.3 There were 38 posts in Tier 1 to 3 of the organisation in the reporting period. This compares to 35 in the previous year. Of these 38 posts, 18 are shared and part funded with partners, with 4 individuals who occupy these posts being directly employed by Peterborough City Council.
- 3.4 The over £50,000 salary data outlined in Appendix 1 looks at employees' total remuneration during the 12-month reporting period. It considers basic salary and any additional elements of pay that have been received during the reporting period.
- 3.5 There are currently 199 officers with total earnings of £50,000 or above. This is an increase of 22 posts compared to the previous year. Whilst an annual cost of living award is usually applied to our pay scales, the £50,000 threshold has not increased, and therefore it is expected that this number will continue to increase year on year.
- 3.6 19 of the 199 officers listed have a basic salary of less than £50,000 but their total earnings were over the threshold due to additional elements of pay that they received. For example, payments for working additional hours and allowances paid for undertaking specific responsibilities.
- 3.7 A pay ratio is calculated annually to compare the Chief Executive's salary and the organisation's median salary (using FTE salaries to undertake this calculation). In the reporting period, the ratio of the Chief Executive's salary to the organisations median salary was 1:6. This is the same ratio as last year.
- 3.8 The median salary of the Council is £29,876, an increase of £2,835 from £27,041 in 2021. The current mean salary for the Council this year is £32,367 which is an increase of £2,576 from £29,791. Most of this increase can be accounted for by the cost-of-living award of £1,925, that was applied to the majority of our pay scales from April 2022.
- 3.9 Appendix 3 outlines the structure charts for the top three tiers of the Council. It should be noted that these charts represent the structure as of 31st January 2023 and incorporate changes that have taken place since the end of the reporting period for the data. The data shown in Appendix 1 will therefore differ from the structure charts shown in Appendix 3. Further structure changes are planned, and we have new members of the Corporate

Leadership team joining the Council in the coming months. The Corporate Leadership Team structure charts on the Council's website will be updated as changes take place.

4.0 Chief Officer Pay Policy Statement

- 4.1 A copy of the Chief Officer Pay Policy Statement is provided in Appendix 2. This has been updated to reflect changes in job titles and responsibilities and to reflect the introduction of a new Leadership pay scale in the reporting period.

5.0 Source documents

- 5.1 [The Local Government Transparency Code 2015](#)