

**PAY POLICY STATEMENT 2014/15**

*To:* **Full Council**

*Date:* **12th May 2015**

*From:* **Mark Lloyd, Chief Executive**

*Purpose:* **To endorse the employee remuneration data to ensure compliance with both the Local Government Transparency Code 2014 and Chapter 8 of the Localism Act 2011, as recently reviewed by the Staffing and Appeals Committee.**

*Recommendations:* **To agree the Council's Pay Policy Statement 2014/15 (Appendix 1).**

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## **1.0 BACKGROUND**

- 1.1 In October 2014, the Secretary of State for Communities and Local Government issued The Local Government Transparency Code 2014. The code sets out the key principles in making local authorities more transparent and accountable to local people.
- 1.2 The Council has been proactive in its compliance. Currently, compliance with the Code is voluntary. However, depending on how local authorities respond to the Code, the Government may choose to make compliance mandatory.
- 1.3 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 (**Appendix 1**).

## **2.0 CURRENT POSITION**

- 2.1 Since March 2012 we have published on the Council's website:
  - The names and actual salaries of Strategic Management Team members.
  - Name, post title, grade and salary range of senior employees, earning £58,200 and above. Where permission has been given, the actual salary paid is published.
  - The total budget, with the staffing element of the budget listed separately.
  - The 'pay multiple' – the ratio between the highest paid salary and the mean average salary of the authority's workforce (Teachers are not included).
  - Organisation charts.
  - Details of vacancies via LGSS jobs portal.
- 2.2 Following the changes to the Local Government Transparency Code 2014, we now publish:
  - The names of employees paid £150,000 and above.
  - The post title, team, grade, salary range, (in £5000 brackets) and salary ceiling point for the top 3 tiers of the organisation, along with details of whether the appointments are permanent or temporary (see **Appendix 2**).
  - The post title, team, grade and salary range of employees earning £50,000 and above (see **Appendix 3**).
  - The 'pay multiple' – the ratio between the highest paid salary and the mean average salary of the authority's workforce (Teachers are not included).
  - Details of vacancies via LGSS jobs portal.

## **3.0 SENIOR OFFICER PAY**

- 3.1 There is one Senior Officer paid at £150,000, or above and 83 senior officers earning £50,000 or above, (see Appendix 3). Of the latter, 12 (in addition to the Chief Executive) form part of the Corporate Leadership Team. The requirements of the Code have changed and do not allow for direct comparison between financial years.

- 3.2 The mean average salary is £23,723, compared with £24,035 (March 2012), this is reflective of the national and local pay awards. The pay multiple has remained constant at 1:8, (see Appendix 1).

The mean average salary may be affected by factors such as an increase in the number of posts within the organisation at front line service level (eg transfer in of Cambridgeshire Community Services staff) and natural turnover and replacement of leavers lower on the payscales.

- 3.3 The Fair Pay Review 2010 recommended that the pay ratio should not be more than 1:20; the Council falls well within this range.

#### **4.0 PAY POLICY**

The Pay Policy for the Council was reviewed by the Staffing and Appeals Committee on 31st March 2015, and comments have been adopted.

<b>Source Documents</b>	<b>Location</b>
The Local Government Transparency Code 2014  Chief Officer Pay Policy Statement	Martin Cox Head of People Cambridgeshire County Council Box No: OCT 1106 Shire Hall Cambridge CB3 0AP  Martin.Cox@cambridgeshire.gov.uk