

PAY POLICY STATEMENT 2018/19 AND GENDER PAY GAP REPORTING

To: Full Council

Date: 6 March 2018

From: Chief Executive

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

- The Local Government Transparency Code 2015
- Chapter 8 of the Localism Act 2011
- Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Recommendations: Staffing and Appeals Committee is asked to recommend that Council agree the Pay Policy Statement 2018-19 (Appendix 1) including the pay multiple and the Gender Pay Gap Report 2018 (Appendix 3).

<i>Officer contact:</i>		<i>Member contact</i>	
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1.0 BACKGROUND

- 1.1 In February 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.
- 1.3 The Equality Act 2010 was recently updated to include new regulations on the reporting of gender pay gap. The new legislation means we are required by law to publish a number of calculations that show the difference between the average earnings of men and women in our Council; it does not involve publishing individual employees' data. The data used for the calculations is the Council's pay data as of 31st March 2017.

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 £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.
 - The post title, team, 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.
 - Details of vacancies via the jobs portal.
- 2.2 There is no current data on our website about our gender pay gap, this year will be the first year we are required to publish this data on the Government portal. In addition to this, we propose to publish a summary of the data on the Council's website.

3.0 SENIOR OFFICER PAY DATA

The senior manager pay data is provided in **Appendix 2**.

- 3.1 There is currently one post in the organisation that is paid more than £150,000. This is the Chief Executive Gillian Beasley with a salary for 2018/2019 of £173,596. This post is shared with Peterborough City Council on a 50/50 basis therefore Cambridgeshire pay 50% of this salary.
- 3.2 There are 25 posts in Tier 1 to 3 of the organisation (excluding posts paid below £50,000).
- 3.2 There are currently 83 officers earning £50,000 or above (in addition to employees in Tier 1 to 3). This compares to 90 officers that were earning

£50,000 or above in 2017/2018. There are 5 posts, in addition to the Chief Executive, that are shared with Peterborough City Council. Costs are shared on a 50/50 basis.

- 3.3 The current mean salary for the organisation is £26,762 this compares to a mean salary of £25,683 in 2017/2018.
- 3.4 The ratio of the Chief Executive's full salary to the median salary in the organisation is 1:7 based on a median salary of £24,964. The ratio in the previous year was also 1:7. The Fair Pay Review 2010 recommended that the pay ratio should be not more than 1:20. The Council falls well within this range.

4.0 CHIEF OFFICER PAY POLICY STATEMENT

A copy of the Chief Officer Pay Policy Statement is provided in **Appendix 1**.

- 4.1 The Chief Officer Pay Policy Statement has been updated to reflect changes in job titles and responsibilities.

5.0 GENDER PAY GAP REPORT

A copy of the Gender Pay Gap Report is provided in **Appendix 3**.

- 5.1 Gender pay reporting is used to assess the levels of gender equality in the workplace and the balance of male and female employees at different levels of the Council.
- 5.2 It can be seen from the data that the Council's mean gender pay gap is 13% against a national public sector picture of 17.7%.
- 5.3 The Council's median gender pay gap is 18% against a national public sector median pay gap of 19.4%.
- 5.4 The Council's gender pay gap varies across the pay quartiles with female employees earning, on average, lower than males in the higher quartiles but more than males in the lower quartiles.

Source Documents	Location
The Local Government Transparency Code 2015	Martin Cox HR Director, LGSS Cambridgeshire County Council Box No: OCT 1106 Shire Hall Cambridge CB3 0AP MCox@Northamptonshire.gov.uk
Chief Officer Pay Policy Statement	
Gender Pay Gap Report	