

PAY POLICY STATEMENT 2015/16

To: **Full Council**

Date: **22nd March 2016**

From: **Martin Cox, Head of People**

Purpose: **The purpose of this report is to review the data currently published on senior employee remuneration to ensure compliance with both the Local Government Transparency Code 2014 and Chapter 8 of the Localism Act 2011.**

Recommendations: **To recommend to Council the agreement of the Pay Policy Statement 2015/16 (Appendix 1) including the pay multiple.**

| <i>Officer contact:</i> | | <i>Member contact</i> | |
|--------------------------------|--|------------------------------|--|
| Name: | Martin Cox | Name: | Councillor Joshua Schumann |
| Post: | Head of People | Portfolio: | Chairman of the Staffing and Appeals Committee |
| e-mail: | MCox@northamptonshire.gov.uk | e-mail: | Joshua.Schumann@hotmail.co.uk |
| Tel: | 01604 237879 | | 01223 699173 |

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. 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 2014, 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 mean average salary of the authority's workforce (Teachers are not included).
 - Details of vacancies via jobs portal.

3.0 SENIOR OFFICER PAY DATA

The senior manager pay data is provided in Appendix 2.

- 3.1 There are no Senior Officers paid at £150,000, or above.
- This compares to one senior officer paid over £150,000 in 2015/2016 (the former Chief Executive, Mark Lloyd). This reflects the current arrangement to share a Chief Executive with Peterborough City Council.
- 3.2 There are currently 82 senior officers earning £50,000 or above. This compares to 83 senior officers that were earning £50,000 or above in 2015/2016.
- 3.3 The mean salary for the organisation is £24,545. This compares to a mean salary in 2015 of £23,723. This slight increase is reflective of the national and local pay awards.
- 3.4 The pay multiple is 1:7, compared to 1:8 in the previous year. 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 Chief Officer Pay Policy Statement

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

- 4.1 There has been minor updating to this statement. Terminology has been updated to refer to the Staffing and Appeals committee (was previously the Appointments and Remuneration Committee).
- 4.2 The information on Market Premium Payments has been updated to bring it in line with the Market Factor Payment Policy which was recently introduced for all other employees. This limits payment of a market premium to a period of 12 months (this was previously payable for up to 3 years).

| Source Documents | Location |
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| 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 |