

ANNUAL PAY POLICY STATEMENT 2013/14

*To:* Full Council

*Date:* 25th March 2014

*From:* Martin Cox, Head of People

*Purpose:* The purpose of this report is to give information on the data currently published on senior employee remuneration. Information is given on how the Council currently complies with the Code of Recommended Practice for Local Authorities on Data Transparency and Chapter 8 of the Localism Act 2011.

*Recommendations:* It is recommended that Full Council:-

Approve the Chief Officer Pay Policy Statement 2013/14 (Appendix 1) including the pay multiple.

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## **1.0 BACKGROUND**

- 1.1 In September 2011, the Secretary of State for Communities and Local Government issued a Code of Recommended Practice for Local Authorities on Data Transparency. This code sets out the key principles for local authorities in creating greater transparency through the publication of public data.
- 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 (given in **Appendix 1**). 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 2014.

## **2.0 CURRENT POSITION**

- 2.1 The Council is already mostly compliant with the recommended Code of Practice. Since March 2012 we have published:
  - 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 jobs portal.

The Council is also considering recent guidance on how to extend these levels of transparency in 2014.

## **3.0 SENIOR OFFICER PAY**

- 3.1 The Chief Officer Pay Policy Statement includes information on the Council's pay multiple. The Council monitors the relationship between the remuneration of its Chief Officers and Deputies and the remuneration of its lowest paid employees (defined as those on the first spinal column point of the National Joint Council pay spine for Local Government Services employees).
- 3.2 The mean average salary is £24,035, compared with £23,884 (March 2012), this is reflective of the national and local pay awards. The pay multiple has remained constant at 1:8. The Fair Pay Review 2010 recommends that the pay ratio should not be more than 1:20; the Council falls well within this range.
- 3.3 There are no recommend changes to the Pay Policy since it was last agreed by Council.

#### 4.0 RECOMENDATIONS

Council is asked to re-approve the Chief Officer Pay Policy Statement 2013/14.

<b>Source Documents</b>	<b>Location</b>
Chief Officer Pay Policy Statement National Joint Council for Local Government Services Announcement – 15 July 2013 The Corporate Leadership Team Pay Scheme	Martin Cox Head of People Shire Hall Cambridge