

Senior Manager Pay Data and Chief Officer Pay Policy Statement

To: Staffing and Appeals Committee

Meeting Date: 5th March 2024

From: Sue Grace, Executive Director Strategy & Partnerships

Outcome: To review the Transparency Data and the Chief Officers Pay Policy Statement to ensure that this meets the requirements of the Local Government Transparency Code 2015 and the requirements of the Localism Act 2011.

Recommendation: To recommend the Transparency Data and the Chief Officers Pay Policy Statement to Full Council in March for approval.

Officer contact

Name: Sarah Haig

Post: HR Policy Manager

Email: Sarah.Haig@Cambridgeshire.gov.uk

1. 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. The updated Chief Officer Pay Policy Statement is given in Appendix 2.

2. Publication requirements

- 2.1 In accordance with the Local Government Transparency Code 2015, the Council publishes on its 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, 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 staff in the top 3 levels of the organisation.

3. Senior Officer Pay Data

- 3.1 The senior manager pay data is provided in Appendix 1. This data considers the 12-month period from 1st December 2022 to 30th November 2023.
- 3.2 The tier 1 to 3 data looks at the full-time equivalent (FTE) salary of the employees in these tiers of the organisation. Salaries are shown in £5k bands except for salaries of £150,000 or more where the actual salary figure is given. There were 7 posts in the organisation in the reporting period that were paid an FTE salary of more than £150,000, these are listed below. The salaries given below are the FTE salaries that applied at the end of the reporting period and therefore include the cost-of-living increase that was applied to our Leadership pay scale from 1st of October 2023.
 - Chief Executive, Stephen Moir with an FTE salary of £195,700.
 - Patrick Warren-Higgs, Executive Director for Adults, Health and Commissioning with an FTE salary of £166,783.
 - Martin Purbrick, Executive Director for Children, Education and Families with an FTE salary of £166,783.
 - Michael Hudson, Executive Director of Finance and Resources with an FTE salary of £160,603.

- Frank Jordan, Executive Director of Place and Sustainability with an FTE salary of £160,603.
- Sue Grace, Executive Director of Strategy and Partnership with an FTE salary of £155,453.
- Rachel Stoppard, Chief Executive Greater Cambridge Partnership (GCP) with an FTE salary of £165,753. The Greater Cambridgeshire Partnership is an independently operated entity. The Partner Authorities jointly support GCP with the majority of the GCP funding coming from a central government grant.

- 3.3 There were 36 posts in Tier 1 to 3 of the organisation in the reporting period. This compares to 37 in the previous year. Of these 36 posts, 4 posts are shared with Peterborough City Council. These are all in Public Health. In the previous year there were 21 shared posts in the top 3 tiers. The decrease in the number of shared posts reflects the separation of the CCC senior management structure from that of Peterborough City Council (PCC) that occurred following a series of member decisions and detailed work and mutual agreements being reached between CCC and PCC.
- 3.4 The over £50K data looks at employees' total remuneration during the 12-month reporting period. It therefore considers both an individual's basic salary and any additional elements of pay that have been received during the reporting period.
- 3.5 There are currently 260 officers with total earning of £50,000 or above. This is an increase of 61 posts compared to the previous year.
- 3.6 It is notable that the £50K threshold for reporting has remained static since its introduction whereas cost of living increases are applied to our pay scales annually. This means that more of the points on our Professional and Management pay scale are now paid more than £50K and included in this reporting (i.e. all points over P3 point 11).
- 3.7 There is also an increasing number of employees with a basic salary of less than £50K that have total earnings that are over the £50K threshold due to additional elements of pay that they have received. For example, payments for working additional hours and allowances paid for undertaking specific responsibilities. Examples are allowances paid to employees in Highways undertaking weekend weather checks and teachers teaching children with special needs (who receive a SEN allowance). In the reporting period there were 23 people in this category, the majority of them undertaking roles in social care.
- 3.8 The current mean salary for the organisation this year is £33,539. This is an increase of £1,172 from £32,367 compared to the previous year. This figure is influenced by the cost-of-living increases that were effective from 1st April 2023 for the LGE and P&M pay scales and 1st of October for the Leadership pay scale.
- 3.9 The median salary of the organisation is £28,770, which is a decrease of £1,106 from the previous year. We calculate a pay ratio annually to compare the Chief Executive's salary and the organisation's median salary (using FTE salaries to undertake this calculation). In this reporting period, the ratio of the Chief Executive's salary to the organisation's median salary was 1:6.8 (rounded to 1 decimal place). This compares to a ratio in the previous year

of 1:6.3. Our pay ratio remains broadly in line with other local authorities, for example in 2023 Essex County Council's pay ratio was also 1:6.8 and Hertfordshire County Council's pay ratio was 1:6.5.

4. Appendices

4.1 Appendix 1 – Senior Manager Pay Data

4.2 Appendix 2 – Chief Officer Pay Policy Statement

5. Source documents

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