

Senior Manager Pay Data and Pay Policy Statement 2022-2023

To: Staffing and Appeals Committee

Meeting Date: 22nd February 2022

From: Janet Atkin, Assistant Director HR Services

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

- The Local Government Transparency Code 2015
- Chapter 8 of the Localism Act 2011.

Recommendations: Staffing and Appeals Committee is asked to consider the report and recommend the Pay Policy Statement 2022-2023 (Appendix 2) to Council on 15 March 2022 for approval.

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1.0 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.
- 1.3 It should be noted that there has not yet been a cost-of-living increase in 2021. This is due to the continued NJC pay negotiations at a national level. Once a 2021 cost of living increase is agreed this will be applied to our pay scales and the increase will be backdated to April 2021. For those on our professional and management grades, and corporate leadership grades, cost of living increases are negotiated locally.

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, 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.
 - Details of vacancies via the jobs' portal.

3.0 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 of January 2021 to 31st of December 2021.
- 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. There were four posts in the organisation in the reporting period that were paid an FTE salary of more than £150,000. These are:
 - Chief Executive, Gillian Beasley with a salary of £173,596. This post was shared with Peterborough City Council on a 50/50 basis therefore Cambridgeshire paid 50% of this salary although Gillian was not directly

employed by Cambridgeshire County Council. Please note that the arrangements for Chief Executive will change in 2022 now that Cambridgeshire has employed its own dedicated Chief Executive.

- Rachel Stoppard the Chief Executive Greater Cambridge Partnership (GCP) with an FTE salary of £151,599. In addition to this FTE salary Rachel Stoppard received an additional market factor payment taking total earnings to £163,957. 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.
- Wendi Ogle-Welbourn, Executive Director, People and Communities with a salary of £153,898. This post was shared with Peterborough City Council on a 50/50 basis therefore Cambridgeshire paid 50% of this salary. Wendi Ogle-Welbourn was not directly employed by Cambridgeshire County Council and was on the payroll of Peterborough City Council.
- Stephen Cox, Joint Executive Director, Place & Economy with a salary of £151,599. This post was shared with Peterborough City Council on a 50/50 basis therefore Cambridgeshire paid 50% of this salary. From February 2022 this post will no longer be shared with Peterborough City Council.

- 3.3 There were 37 posts in Tier 1 to 3 of the organisation in the reporting period. This compares to 35 in the previous year. Of these 37 posts, 21 posts are shared with Peterborough City Council. Appendix 3 outlines the structure charts for the top three tiers of the Council. It should be noted that these charts have been updated with changes that have taken place or are planned to the top three tiers since the end of the reporting period for the data, so there are slight changes in the information contained in appendix 1 and the structures shown in appendix 3.
- 3.4 The over 50K data looks at employees total remuneration during the 12-month reporting period. It therefore considers both an employees' basic salary and any additional elements of pay that have been received during the reporting period.
- 3.5 There are currently 177 officers with total earning of £50,000 or above. This is an increase of 21 posts compared to the previous year. 38 of these posts are shared with Peterborough City Council.
- 3.6 There are 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. In the reporting period there were 16 people in this category, the majority of them undertaking roles in social care.

- 3.7 The median salary of the organisation in 2021 was £27,041. This is the same as the median salary last 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 the reporting period, the ratio of the Chief Executive's salary to the organisations median salary was 1:6. This is the same ratio as in the previous year. The Chief Executive's salary has remained unchanged from the previous year as Gillian Beasley has not had a salary increase.
- 3.8 The current mean salary for the organisation this year is £29,791. This is a slight increase of £328 compared to the previous year.

4.0 Chief Officer Pay Policy Statement

- 4.1 A copy of the Chief Officer Pay Policy Statement is provided in Appendix 2. This has been updated to reflect changes in job titles and responsibilities.

5.0 Source documents

- 5.1 The Local Government Transparency Code 2015
[Local government transparency code 2015 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/local-government-transparency-code-2015)

Chief Officer Pay Policy Statement – Appendix 2.