

**DRAFT PAY POLICY STATEMENT 2020-21
AND GENDER PAY GAP REPORTING**

To: **Staffing and Appeals Committee**

Date: **18th February 2020**

From: **Martin Cox, HR Director**

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 approve the Chief Officer Pay Policy Statement 2020/21 (Appendix 1) and the Gender Pay Gap Report 2020 (Appendix 3).**

<i>Officer contact:</i>	<i>Member contact</i>
Name: Martin Cox	Name: Councillor Joshua Schumann
Post: HR Director (LGSS)	Portfolio: Chairman of the Staffing and Appeals Committee
e-mail: MCox@northamptonshire.gov.uk	e-mail: Joshua.Schumann@cambridgeshire.gov.uk
Tel: 07921 092743	Tel: 01223 706398

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 the 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 2019.

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.
 - Details of vacancies via the jobs portal.
- 2.2 This year is the third year that we are required to publish Gender Pay Gap data on the Government portal. In addition to this, we publish a summary of the data on the Council's website.

3.0 SENIOR OFFICER PAY DATA

- 3.1 The senior manager pay data is provided in **Appendix Two**. The data illustrates employees' total remuneration taking into account their earnings including additional payments i.e. market factor supplements and acting up allowances.
- 3.2 There are currently two posts in the organisation that are paid more than £150,000. These are:
- Chief Executive Gillian Beasley with a salary of £173,596. This post is shared with Peterborough City Council on a 50/50 basis therefore Cambridgeshire pay 50% of this salary although Gillian is not directly employed by Cambridgeshire County Council.

- Rachel Stopard the Chief Executive Greater Cambridge Partnership with a salary of £167,244 (this is made up of basic salary and a market factor payment). The Greater Cambridge Partnership is an independently operated entity. The Partner Authorities jointly support GCP with the majority of GCP funding coming from a central government grant.
- 3.3 There are 29 posts in Tier 1 to 3 of the organisation (excluding posts paid below £50,000). This compares to 30 in the previous year. In addition to the Chief Executive, 19 posts in Tiers 1 to 3 are shared with Peterborough City Council. This is an increase of 5 shared posts at this level.
- 3.4 There are currently 128 officers earning £50,000 or above, 40 of which are in shared roles with other Councils. This is an increase from 118 posts the previous year. 25 posts at this level are now shared with Peterborough City Council, this compares to 11 shared roles in the previous year. 15 posts paid over £50,000 are part of LGSS Shared Services with costs being shared between the partner Councils.
- 3.5 The current mean salary for the organisation is £30,049 this compares to a mean salary of £29,288 in the previous year. The increase in the mean salary is accounted for by national changes in the NJC pay structure. These changes took effect from 1st April 2019 and resulted in larger pay increases for the bottom grades of the NJC pay scale, increasing the pay for our lowest paid employees.
- 3.6 The ratio of the Chief Executive's salary to the median salary in the organisation is 1:6 based on a median salary of £27,905. The ratio in the previous year was 1:7. The change in this ratio is influenced by an increase in the organisations median salary from £26,470 to £27,905. This change is due to the increased value of the bottom grades on the NJC pay scale. The Chief Executive's salary has remain unchanged from 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 One**. This has been updated to reflect changes in job titles and responsibilities.

5.0 GENDER PAY GAP REPORT

- 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. A copy of the Gender Pay Gap Report is provided in **Appendix Three**.
- 5.2 The data shows the Council's mean gender pay gap is 8% against a national public sector picture of 15.7%. Last year our mean gender pay gap was 13%.
- 5.3 The Council's median gender pay gap is 9% against a national public sector median pay gap of 16.8%. Last year our median gender pay gap was 19%.
- 5.4 For the past two years, a full review into the gender pay gap has been carried out. Consideration has been paid to the gender pay gap within different

grades and professions of the workforce, the performance appraisal process, recruitment and selection practices and also within apprenticeships.

- 5.5 It is acknowledged that the reduction in the mean and median pay gap reported this year is in part due to the closure of the Council's Catering and Cleaning Service. However, as outlined in the most recent gender pay gap review there is also a considerable amount of work that has been completed, and will continue to take place to reduce the pay gap.
- 5.6 The Gender Pay Gap will continue to be monitored throughout the year, with Committee being advised on progress during the year.

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