

Senior Manager Pay Data and Pay Policy Statement 2021-2022

To: Staffing and Appeals Committee

Date: 25th February 2021

From: 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

Recommendation: Staffing and Appeals Committee is asked to approve the Chief Officer Pay Policy Statement 2021/2022 (Appendix 2) for consideration by full Council on 16th March 2021.

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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.

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.

3.0 Senior Officer Pay Data

- 3.1 The senior manager pay data is provided in Appendix 1.
- 3.2 There are currently four 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. The post is hosted by Peterborough City Council and therefore appears on their payroll.
 - Rachel Stoppard, the Chief Executive of the Greater Cambridge Partnership (GCP) with a salary of £169,999 (this is made up of basic salary of £146,930 and an additional market factor payment). The GCP is an independently operated entity. The Partner Authorities jointly support the GCP with the majority of the GCP funding coming from a central government grant. The GCP is not an employer in its own right, its employees are hosted by Cambridgeshire County Council.
 - Wendi Ogle-Welbourne, Executive Director, People and Communities with a salary of £153,898. This post is shared with Peterborough City Council

on a 50/50 basis therefore Cambridgeshire pay 50% of this salary. The post is hosted by Peterborough City Council and therefore appears on their payroll.

- Stephen Cox, Executive Director, Place & Economy with a salary of £151,599. Stephen is paid on the Cambridgeshire payroll but the post is shared with Peterborough City Council on a 50/50 basis therefore Cambridgeshire pay 50% of this salary.

3.3. There are 35 posts in Tier 1 to 3 of the organisation. This compares to 29 in the previous year. In addition to the Chief Executive, 19 posts in Tiers 1 to 3 are shared with Peterborough City Council.

3.4 There are currently 156 officers with total earnings of £50,000 or above. This is an increase of 27 posts compared to the previous year. This is partly accounted for by the annual cost of living pay uplift which has increased the number of employees that are over the 50K threshold. There are also more instances where employees on grades P2-P4 are taken over the 50K threshold by the additional elements of pay received in addition to their basic salary such as overtime payments and allowances.

3.5 13 posts paid over £50,000 are shared with Peterborough City Council.

3.6 The current median salary of the organisation is £27,041, this is very similar to the median salary in the previous year which was £27,905. The ratio of the Chief Executive's salary to the organisations median salary is 1:6. This is the same ratio as in the previous year.

3.7 The current mean salary for the organisation is £29,463. This is a slight decrease of £586 from the mean salary of £30,049 in 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

The Local Government Transparency Code 2015

[Local government transparency code 2015](#)

Chief Officer Pay Policy Statement