

For publication

Approval of Senior Pay Policy Statement 2019-20

Meeting:	1. Cabinet 2. Full Council
Date:	1. 5 February 2019 2. 27 February 2019
Cabinet portfolio:	Business Transformation
Report by:	HR Manager

For publication

1.0 Purpose of report

- 1.1 To seek approval to a revision of the current Senior Pay Policy Statement in accordance with the Localism Act 2011 and the Local Government (Transparency Requirements) (England) Regulations 2014.

2.0 Recommendations

- 2.1 That Cabinet consider the revised Senior Pay Policy Statement and refer it for approval by Full Council.

3.0 Background

- 3.1 A first version of this Policy was developed in March 2012 following the implementation of the Localism Act 2011.

Section 38 (1) of the Act requires that English and Welsh local authorities produce a Senior Pay Policy Statement for 2012/13 and each financial year after that. In 2014, the Department for Communities and Local Government published a revised Local Government Transparency Code on 3 October 2014 which sets out the requirement to publish data relating to Senior Pay.

- 3.2 The objective for publishing this information is to increase public transparency and local democratic accountability in how senior pay is set in local authorities. The intention is for Councils to be able to demonstrate value for money in the remuneration package of the senior managers and also show the role that local councillors play in determining senior reward.
- 3.3 The Policy has to be approved by Full Council each year and published on the Council's website. A copy of the Senior Pay Policy Statement 2019-20 is attached at Appendix 1.

4.1 Key Issues

- 4.2 The Senior Pay Policy statement contains the following key changes:
- Revision to pay scales for senior officers from April 2019
 - Revision to pension banding from April 2019 and update on employer pension contribution rate
 - Information on the lowest paid employees pay
 - Ratio of senior pay to lowest pay
- 4.3 There has been no additional guidance been issued for this years Pay Policy Statement.
- 4.4 Should there be any significant changes in pay and conditions during the financial year, then the Policy will be updated accordingly.

5.0 Consultation

5.1 As this Senior Pay Policy Statement is a legislative requirement and a revision to the original Policy agreed in 2012, no consultation has taken place with Trade Unions. They have, however, been provided with a copy of the draft Policy and advised that this will be published on approval by full Council.

6.0 Financial implications

6.1 There are no financial implications directly relating to the publication of this Policy Statement.

7.0 Equalities

7.1 A preliminary Equalities Impact Assessment is attached at Appendix 2.

8.0 Risk management

Risk	Likelihood (H/M/L)	Impact (H/M/L)	Mitigating action
Failure to publish Senior Pay Policy Statement	L	H	The current policy is available on the intranet. Approval at Full Council in February will ensure we meet the statutory deadlines for publication. Any further guidance provided will be incorporated into the policy to ensure it meets the legislative requirements
Failure to update and	L	H	The policy is to be added to the Forward Plan to

publish Statement on an annual basis			ensure that it is reviewed annually. HR Manager to keep up to date with guidance and advice on these issues to ensure changes are incorporated as appropriate
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9.0 Recommendations

9.1 That Cabinet consider the revised Senior Pay Policy Statement and refer it for approval by Full Council.

10.0 Reason for recommendations

10.1 To meet the requirements of the Localism Act 2011 by publishing this policy by 31 March 2019.

Decision information

Key decision number	859
Wards affected	All
Links to Council Plan priorities	To deliver value for money services.

Document information

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Appendices to the report	
Appendix A	Senior Pay Policy Statement
Appendix B	Structure chart
Appendix C	EIA