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26 January 2015

To: Chairman – Councillor Alex Riley  
Vice-Chairman – Councillor Peter Topping  
Members of the Employment Committee – Councillors Simon Edwards,  
Lynda Harford, Caroline Hunt, Sebastian Kindersley, Jim Stewart and  
Edd Stonham

Quorum: 3

Dear Councillor

This is a supplement to the previously-published agenda for the meeting of **EMPLOYMENT COMMITTEE** on **THURSDAY, 29 JANUARY 2015**, containing those reports which had not been received by the original publication deadline.

Yours faithfully  
**JEAN HUNTER**  
Chief Executive

Requests for a large print agenda must be received at least 48 hours before the meeting.

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## AGENDA

### 4. ANNUAL PAY POLICY STATEMENT 2015/16

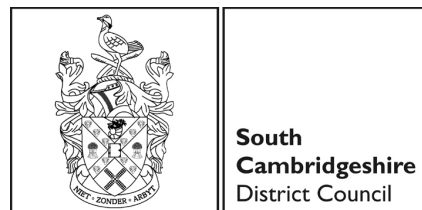
**PAGES**  
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To consider the Annual Pay Policy Statement 2015/16 (Appendix A to the original report which was marked 'to follow').

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# Agenda Item 4

## APPENDIX A



### PAY POLICY STATEMENT 2015 / 2016

The Localism Act 2011 ('the Act') (sections 38 to 40) requires English local authorities to produce a pay policy statement for each financial year. The DCLG statutory guidance on the Localism Act refers to "Openness and accountability in local pay" and covers such matters as pay fairness in the public sector by increasing transparency over pay and tackling disparities between the lowest and the highest paid in public sector organisations. The Act states that the policy must include pay and other remuneration for chief officers and other employees, including the lowest paid.

The Act defines remuneration widely, to include pay, charges, fees, allowances, benefits in kind, pension and termination payments.

The pay policy statement:

- must be approved formally by Full Council by the end of March each year
- can be amended in-year

#### 1.0 Scope

1.1 The pay policy statement applies to the following posts at South Cambridgeshire District Council:

- Chief Executive (Head of the Paid Service)
- Executive Director (Section 151 Officer)
- Directors
- Heads of Service (including Legal & Democratic Services Manager (Monitoring Officer))

#### 2.0 Salary

2.1 The current salary scales for Chief Executive, Executive Directors, Directors, and Heads of Service are presented in the table below.

Chief Executive	£107,111	£110,171	£113,231	£116,291	£119,352	£122,412
Executive Director	£86,709	£89,762	£92,829	£95,889	£98,950	£102,010
Director (Grade11)	£69,338	£72,026	£74,715	£77,406	£80,095	£82,787
Head of Service (Grade 10)	£58,875	£60,969	£63,060	£65,152	£67,246	£69,338
Head of Service (Grade 9)	£51,404	£52,899	£54,394	£55,888	£57,382	£58,875

- 2.2 Progression through the pay grade is determined by assessment of the employee's performance in line with the Council's Performance and Development Review process.

### **3.0 Pay Awards**

- 3.1 The Council has local arrangements for the negotiation of annual pay awards with trade unions recognised by the council, namely the GMB and Unison. Reference is made to the nationally negotiated pay award for Chief Executives, Chief Officers and other local government employees. The national negotiating bodies are:

- Joint Negotiating Committee for Chief Executives
- Joint Negotiating Committee for Chief Officers
- National Joint Committee for Pay and Conditions of Service for Local Government

The Council will also have regard to the Living Wage when it agrees annual pay awards for its staff each year. From April 2015 the minimum spinal column pay point will be equivalent to £7.85 per hour which is the current recommendation of the Living Wage Foundation. The Council, however, does not intend to seek formal accreditation from the Living Wage Foundation.

### **4.0 Terms and Conditions of Employment**

- 4.1 The terms and conditions of employment for the Chief Executive are determined in accordance with collective agreements, negotiated by the Joint Negotiating Committee for Chief Executives.
- 4.2 The terms and conditions of employment for the Executive Director are determined in accordance with collective agreements, negotiated by the Joint Negotiating Committee for Chief Officers.
- 4.3 The terms and conditions of employment for the Directors and Heads of Service are determined in accordance with collective agreements, negotiated by the National Joint Committee for Pay and Conditions of Service for Local Government.
- 4.4 These are supplemented by local collective agreements reached with trade unions recognised by the Council and by the rules of the Council.

### **5.0 Remuneration on Recruitment**

- 5.1 The Council will approve the appointment of the Head of the Paid Service, Executive Director, Chief Finance Officer and Monitoring Officer and following the recommendation of such appointments by the Employment Committee or Sub-committee of the Council, which must include at least one member of the Executive. The full Council may only make or approve the appointment of these posts where no well-founded objection has been made by any member of the Executive. The salary on recruitment will be within the current salary range of these posts at that time.

- 5.2 The Employment Committee or Sub-Committee of the Council, which must include at least one member of the Executive, will appoint Directors. An offer of employment as a Director can only be made where no well-founded objection from any member of the Executive has been received. The salary on recruitment will be within the current salary range of these posts at that time.
- 5.3 Appointment of Heads of Service is the responsibility of the Chief Executive or his/her nominee and may not be made by Councillors. The salary on recruitment will be within the current salary range of these posts at that time.

Rules governing the recruitment of the Chief Executive, Executive Director, Directors and Heads of Service are set out in the Council's constitution in section: Part 4 Rules of Procedure - Officer Employment Procedure Rules.

## **6.0 Bonus Payments**

- 6.1 There are no bonus arrangements payable to the Chief Executive, Executive Directors, Directors or Heads of Service.

## **7.0 Progression through Pay Grades**

- 7.1 The salary of employees within the scope of this policy rises by increments to the top point of their salary grade, subject to good performance. Progression through the pay grade is determined by assessment of the employee's performance in line with the Council's Performance and Development Review process.

## **8.0 Salaries over £100,000**

- 8.1 The posts of Chief Executive and Executive Directors are the only posts that can carry salaries of over £100,000.

## **9.0 Publication of salary data**

- 9.1 Salary data for the Chief Executive, Executive Directors, Directors and Heads of Service is published on the council's website

For the Chief Executive and Executive Director this includes name, job description, actual salary, expenses and any election fees paid. For Directors and Heads of Service this includes salary by post title.

This pay policy statement once approved by Full Council will be published on the Council's website.

## **10.0 Expenses**

- 10.1 The expenses which may be payable to the Chief Executive, an Executive Director, Director or Head of Service are as follows:

- Car/Motorcycle/Bicycle allowance – these are stated in the Council's Mileage policy which is set out in the Single Status Agreement approved by trade unions in May 2012.

- Re-imbursement of travel and subsistence – this is in accordance with the Council's stated policy as at June 2011
- Payments under the eye test scheme as stated within the Council's Health & Safety policy

## **11.0 Other Benefits**

- 11.1 The employees within the scope of this policy are entitled to participate in the Council's Childcare Voucher scheme in conjunction with Sodexo Say Care Childcare Voucher Provider. Employees can sacrifice part of their salary for childcare vouchers. These vouchers are exempt from income tax or National Insurance contributions and therefore represent a saving for employees who then use them to purchase childcare. Employees within the scope of this policy can purchase an annual maximum of £1,488 worth of childcare vouchers through the scheme. Employee savings can amount up to £623 per annum.
- 11.2 The employees within the scope of this policy are entitled to participate in the Council's Cycle Scheme whereby employees can sacrifice part of their salary to lease cycles for travel to work. The amount sacrificed is exempt for income tax and national insurance contributions and therefore represents a saving for participating employees.

## **12.0 Severance Payments**

- 12.1 Severance payments are made in accordance with the Council's Organisational change and Redundancy policy as approved by Cabinet in November 2013 and are the same for all staff.
- 12.2 Employees with more than two years service will be entitled to redundancy pay in line with local government guidelines and statutory calculations. Where the employee is entitled to a redundancy payment, the calculation is based on the employee's actual weekly pay.
- 12.4 The Council provides career counselling and out placement support for employees facing redundancy, this includes job search and interview skills.
- 12.5 Settlement agreements will only be used in exceptional circumstances where they represent best value for the Council.

## **13.0 Pension and Pension Enhancements**

The employees within the scope of this policy are entitled to and receive pension contributions from the Local Government Pension Scheme (LGPS). This is a contributory scheme and they contribute between 8.5 and 11.4% of their salary to the scheme. Changes to the LGPS regulations were implemented in April 2014 and this changed contribution rates and changed the scheme from a final salary scheme to a career average (CARE) scheme.

### **13.0 Election Fees**

- 13.1 The Returning Officer is the person who has the overall responsibility for the conduct of elections. The Returning Officer is an officer of the Council who is appointed under the Representation of the People Act 1983. Although appointed by the Council the role of the Returning Officer is one of a personal nature and distinct and separate from their duties as an employee of the Council. Elections fees are paid for these additional duties and they are paid separately to salary.

The Chief Executive is the Council's Returning Officer.

The fees for Parliamentary, Police Commissioner and Euro Elections are set by the Electoral Commission.

Fees for local elections are set locally and are currently £373.72 per contested ward and £55.20 per uncontested ward.

Other officers, including senior officers within the scope of this policy, may receive additional payment for specific election duties.

### **14.0 Relationship to lowest paid employees**

- 14.1 The lowest pay grade of the Council's pay structure is Grade 1. For this reason we have chosen staff employed on grade 1 as our definition of the 'lowest paid' for the purposes of this policy. Ratios are based on base salary and do not include other payments.

Grade 1 currently ranges from £13,390 to £14,759 per annum. The lowest pay point on the council's pay scale is currently £13,390 per annum.

The Chief Executive's current salary scale runs from £107,111 to £122,412.

The current ratio between the lowest and highest pay points on grade 1 is - 1:1.10

The current ratio between the lowest and highest pay points on the Chief executive grade is 1:1.14

The ratio of the lowest pay point to the current chief executives salary is 1:9.1

The Council does not have a policy on maintaining or reaching a specific pay ratio between the lowest and highest paid staff.

- 14.2 The gender balance of the highest 5% of SCDC earners is 56% females to 44% males.

**15.0 Re-engagement of ex South Cambridgeshire District Council staff within the scope of this policy**

15.1 All permanent or fixed term posts are advertised in accordance with the council's recruitment policies and appointment is made on merit, in accordance with the rules governing the recruitment of the Chief Executive, Executive Directors, Directors and Heads of Service set out in the Council's constitution in section: Part 4 Rules of Procedure - Officer Employment Procedure Rules.

15.2 Interim management appointments are made in accordance with the council's procurement policies and the provisions for contract for services.

15.3 Chief Executive, Executive Director, Directors  
The Council will not normally re-engage under a contract of services or re-employ any individual who has previously been employed by the Council and, on ceasing to be employed, is in receipt of a severance or redundancy payment. Only in exceptional circumstances will re-engagement be considered in line with the council's re-engagement policy.

15.4 All other grades of employee  
The Council will not normally re-engage under a contract of services or re-employ any individual who has previously been employed by the Council and, on ceasing to be employed, is in receipt of a severance or redundancy payment within three years from cessation of employment, this includes casual bank assignments.

Only in exceptional circumstances will earlier re-engagement be considered in line with the council's re-engagement policy.

15.5 Employment of those in receipt of an LGPS pension  
Where the Council employs as a Chief Executive or Chief Officer a person who is in receipt of a pension under the LGPS, the rules on abatement of pensions adopted by the Council's Administering Authority for the LGPS, pursuant to Regulations 70 and 71 of the Local Government Pension Scheme (Administration) Regulations 2008 will be applied.



## Pay Policy Appendix

In accordance with The Local Government Transparency Code 2014, the information contained in this appendix will be added to the latest version of the South Cambridgeshire District Council Pay Policy Statement. Other requirements of the Code that are not specifically pay-related will appear in the appropriate documents.

### Employees whose remuneration is at least £50,000

The following table lists salary ranges in £5,000 brackets and the number of South Cambridgeshire District Council staff whose remuneration is at least £50,000.

Salary range	
£50,000 - £54,999	4
£55,000 - £59,999	4
£60,000 - £64,999	1
£80,000 - £84,999	3
£100,000 - £104,999	1
£120,000 - £124,999	1

### Chief Executive Officer pay multiple

The pay multiple for The SCDC Chief Executive Officer compared to the median salary of SCDC staff is 4.61.

## Organisation chart

The following table details the organisation of the top three levels of South Cambridgeshire District Council and their remuneration. The following figures apply to the period 1 April 2014 to 31 March 2015. New pay awards are pending.

Grade	Job title	Department	Team	Reports to	Type of contract	Email address	Telephone number	Postholder current salary in £5,000 brackets	Maximum salary
CHIEF EXECUTIVE	Chief Executive Officer	Chief Executives	Chief Executives	Council Leader	Permanent	<a href="mailto:jean.hunter@scambs.gov.uk">jean.hunter@scambs.gov.uk</a>	01954 713081	£120,000-£124,999	£122,412
EXEC DIRECTOR	Executive Director Corporate Services	Corporate Services	Corporate Services	Chief Executive Officer	Permanent	<a href="mailto:alex.colyer@scambs.gov.uk">alex.colyer@scambs.gov.uk</a>	01954 713023	£100,000-£104,999	£102,010
GRADE 11	Director of New Communities & Planning	New Communities & Planning	New Communities & Planning	Chief Executive Officer	Permanent	<a href="mailto:jo.mills@scambs.gov.uk">jo.mills@scambs.gov.uk</a>	01954 713350	£80,000-£84,999	£82,787
GRADE 11	Director of Housing	Affordable Homes	Affordable Homes	Chief Executive Officer	Permanent	<a href="mailto:stephen.hill@scambs.gov.uk">stephen.hill@scambs.gov.uk</a>	01954 713412	£80,000-£84,999	£82,787
GRADE 11	Director of Health & Environmental Services	Health & Environmental Services	Health & Environmental Services	Chief Executive Officer	Permanent	<a href="mailto:mike.hill@scambs.gov.uk">mike.hill@scambs.gov.uk</a>	01954 713229	£80,000-£84,999	£82,787
GRADE 09	Legal, Democratic & Elections Services Manager & Monitoring Officer	Corporate Services	Legal, Democratic Services & Elections	Executive Director	Permanent	<a href="mailto:fiona.mcmillan@scambs.gov.uk">fiona.mcmillan@scambs.gov.uk</a>	01954 713027	£55,000-£59,999	£58,875
GRADE 09	Human Resources Manager	Corporate Services	HR-Payroll	Executive Director	Permanent	<a href="mailto:susan.gardnercraig@scambs.gov.uk">susan.gardnercraig@scambs.gov.uk</a>	01954 713285	£55,000-£59,999	£58,875
GRADE 09	Head of Finance, Policy & Performance	Corporate Services	Accountancy	Executive Director	Permanent	<a href="mailto:john.garnham@scambs.gov.uk">john.garnham@scambs.gov.uk</a>	01954 713101	£50,000-£54,999	£58,875