

Report for: **Staffing & Remuneration Committee**

Item number:

Title: **Senior Manager Pay Review**

**Report
authorised by :** **Zina Etheridge – Chief Executive and Head of Paid Service**

Lead Officer: **Ian Morgan – Reward Strategy Manager**

Ward(s) affected: **n/a**

**Report for Key/
Non Key Decision:** **Non Key**

1. Describe the issue under consideration

The purpose of this report is to provide the Committee with recommendations for the conduct of the Senior Managers' Pay Review for 2019.

2. Cabinet Member Introduction

Not applicable.

3. Recommendations

Approve a pay award for Senior Managers of 2%.

4. Reason for Decision

The Committee agreed, at its meeting on 14th September 2015, to review the parameters of the conduct of the Senior Managers' Pay Review each year and delegate responsibility for managing the annual review, including addressing any anomalies such as recruitment and retention supplements, to the Head of Paid Service.

5. Alternative options considered

This is a report back item.

6. Background to the Senior Managers' Pay Review

- 6.1 April 2019 will see significant changes to the pay and grading arrangements for the rest of the workforce, i.e. those on NJC terms and conditions, necessitated by the introduction of new national and regional pay spines.

The result guarantees everyone an increase on base pay of at least 2% but the actual percentage can vary according to an individual's existing position on the pay spine.

This is an opportunity to closer align the Council's approaches to reward for this group and the senior manager population.

The recommendation for the Senior Managers' Pay Review is therefore to mirror the guarantee for the rest of the workforce and increase senior manager pay by 2%.

- 6.2 The eligible senior management positions are defined as Directors and Assistant Directors; and Heads of Service reporting directly to a Director, Assistant Director. A summary of senior management positions, together with their associated pay bands, is set out in Appendix A.
- 6.3 Individuals on NHS, Teachers or Soulbury terms and conditions are excluded from the senior managers' pay review as they have their own arrangements.
- 6.4 The pay bands for senior managers were devised in 2015 and are subject to periodic review. We are recommending that the senior manager pay bands be revised to reflect the recommended pay award for 2019. Thus avoiding overlap with the new NJC pay spine. The revised pay bands are set out in Appendix A.

7. Contribution to strategic outcomes

The Modern Reward Strategy and its implementation gives the Council the opportunity to reinforce to the Senior Management population the importance of achieving the cultural changes set out in the Workforce Plan.

8. Statutory Officers' comments

8.1 Chief Finance Officer

The 2019/20 Budget and Medium Term Financial Strategy (2019/20 – 2023/24) approved by Full Council on 25th February 2019 contains adequate provision to fund the cost of the pay increase set out in this report.

8.2 Assistant Director of Corporate Governance

The Assistant Director of Corporate Governance has been consulted on this report. There are no legal implications arising from this report.

9. Use of Appendices

Appendix A – Conduct of the Senior Managers' Pay Review 2019

10. Local government (Access to Information) Act 1985

Not applicable.