

**REPORT OF THE CORPORATE COMMITTEE No. 4, 2012/13
COUNCIL 18 March 2013**

Chair:
Councillor George Meehan

Deputy Chair:
Councillor Kaushika Amin

INTRODUCTION

- 1.1 This report to full Council arises from consideration of the Pay Policy Statement considered by the Corporate Committee at their meeting on the 14 March 2013.

SUMMARY

2.1 Pay Policy Statement

We considered the pay policy as part of our responsibility for staffing pay and conditions. The Localism Act 2011 requires relevant authorities to prepare and publish an annual Pay Policy Statement which outlines the local authority's approach to the pay of its workforce and in particular the pay of its senior staff.

We noted that the Council is obliged to publish a pay multiple, this is the ratio between the highest paid salary and the median average salary figure for all employees in the council. We learned that this was currently a ratio of 1 to 6.7 and asked officers to provide the committee with comparative information other local authorities.

We agreed to insert the following wording, approved last year, into the appropriate paragraph in the pay policy statement relating to 'Pay on Appointment'—

The salary banding of the Chief Executive will be determined by the recruitment panel and following this decision the Leader of the Council would determine the starting point in the salary banding.

We also agreed to insert the following wording with regard to the re-employment of staff -

Should a successful candidate be in receipt of a severance payment or pension the council will apply the provisions of the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999 regarding the recovery of redundancy payments. The rules of the Local Government Pension Scheme also have provisions to reduce pension payments in certain circumstances to those who return to work within local government service.

We noted that further work was being undertaken for a review of senior managers and chief officer pay over the next few months. Members had raised some concerns during the discussion, in particular regarding the discretion as set out in the statement for two increments with regard to performance awards; it was agreed that

these issues would be picked up as part of this work, and amendments to the pay policy statement would be considered when this has been completed. The Chief Executive reported that he intended to bring a report on this review to the September meeting of the Corporate Committee.

WE RECOMMEND

- i. The approval of the Pay Policy Statement, as amended, included at Appendix A of the attached covering report on the Pay Policy Statement 2013/14.