

Implementation of Senior Manager's Pay and Grading Arrangements

1. Overview

The new Senior Managers' Pay and Grading arrangements have been agreed with the Staffing & Remuneration Committee and will be effective from 1 April 2016.

2. Population

The following table shows the number of positions within each tier of the Corporate Management Group (CMG):

Corporate Management Group				
	Level	Grade	Number	Total
Strategic Leadership Team (SLT)	A	A2	1	4
		A1	3	
Directors / Assistant Directors	B	B2	7	22
		B1	15	
Heads of Service / Senior Professional III	C	C3	14	63
		C2	22	
		C1	27	
Total				89

The following table shows the current notional payroll totals for each level:

Corporate Management Group						
Level	No. Posts	Base Pay	London Weighting	Consolidated Allowance	Other	Total
A	4	£612,480	£3,546	£4,978	£0	£621,004
B	22	£2,258,431	£9,060	£11,425	£65,398	£2,344,314
C	63	£4,203,314	£75,354	£91,402	£15,534	£4,385,603
Total	89	£7,074,225	£87,960	£107,805	£80,932	£7,350,921

Notes

- i) Above figures do not include costs for either employers pension or National Insurance contributions.
- ii) These are the actual costs for post holders in this group. Where a position is vacant we have included the benchmark of the appropriate new pay band in the totals.
- iii) Although there are a couple of employees who are notionally part-time we have assumed for this illustration that all post holders in this population are full-time.

3. Exceptions

There are 5 employees on NHS terms and conditions and 2 employees on Soulbury terms and conditions within the Corporate Management Group. They are not affected by the changes to the Senior Managers' Pay and Grading arrangements.

4. Implementation

There have been a number of adjustments necessary in order to align post holders to the new roles defined by the Tier 3 review and these fall broadly into three categories:

- a) Changes to base pay where previously separate elements (i.e. London Weighting and Consolidated Allowance) were paid as allowances and they have now been amalgamated within base salary.
- b) Changes to base pay where current salary is outside the new pay band for the post.

5. Summary of Changes

- a) The table below shows the impact of consolidating London Weighting and the Consolidated Allowance.

Consolidation of Allowances					
	Level	No. Staff	Value of London Weighting	Value of Consolidated Allowance	Total
Strategic Leadership Team (SLT)	A	2	£3,546	£4,978	£8,524
Directors / Assistant Directors	B	5	£9,060	£11,425	£20,485
Heads of Service / Senior Professional III	C	40	£72,480	£91,402	£163,882
Total		47	£85,086	£107,805	£192,891

In total we are consolidating allowances, both London Weighting and Consolidated Allowance, for 47 individuals. Other post holders in this population are either on spot salaries without allowances or are on either Soulbury or NHS terms and conditions.

This action will increase base pay for this population by £192,891 but will reduce the value of allowances by the same amount.

There will be a marginal on cost to the Council in increased pension contributions.

- b) Moving to New Pay Bands

The table below shows the impact of mapping individuals to the new pay bands.

New Pay Bands

	Level	No. Staff	Mapping to Pay Band			Cost
			Under	Within	Above	
Strategic Leadership Team (SLT)	A	4	0	4	0	£0
Directors / Assistant Directors	B	16	2	14	0	£3,000
Heads of Service / Senior Professional III	C	44	11	33	0	£24,717
Total		64	13	51	0	£27,717

We have identified 64 individuals who will be mapped to new pay bands. The other positions are either vacant or are held by staff who are on either Soulbury or NHS terms and conditions.

Of these there are 51 individuals who can be accommodated within the new pay band without adjustment and 13 who are currently paid below the new pay band.

Moving individuals currently paid below the new pay band to the minimum of the pay band will increase the base pay total by £27,717. This will be covered by existing budgets.

c) Specific posts

In concluding the new pay and grading arrangements a small number of posts have been identified where further consideration of reward may be needed. These primarily relate to on-going reductions meaning additional responsibility for post holders. These are all minor adjustments which the Chief Executive can make following consideration of the cases. The Chief Executive will update committee where necessary.