

Report for: Staffing and Remuneration Committee

Item number: 8

Title: Senior Manager Pay Review Outcomes (April 2017)

Report

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

Lead Officer: Ian Morgan – Reward Strategy Manager

Ward(s) affected: All

Report for Key/

Non Key Decision: n/a

1. Describe the issue under consideration

1.1 At the Committee's meeting on the 7th February 2017 the parameters for the conduct of the Senior Manager Pay Review for April 2017 were approved as follows:

1.1.1 Senior manager pay bands be revised for April 2017 by lifting the minimum and maximum of the pay bands by 1% and recalibrating the benchmark as the midpoint of each band.

1.1.2 A notional budget for senior manager pay awards based on 2% of the aggregated benchmarks of the senior manager pay bands.

1.1.3 The My Conversation tool will be used as evidence of an individual's contribution to the Council and the results will populate a pay decision matrix.

1.2 The purpose of this report is to provide the Committee with a summary of the outcomes of the Senior Managers' Pay Review April 2017.

2. Cabinet Member Introduction

Not required for the Staffing and Remuneration Committee.

3. Recommendations

3.1. To note the outcomes of the Senior Manager Pay Review for April 2017.

4. Reason for decision

4.1. The Committee approved, at its meeting on 7th February, the parameters of the conduct of the Senior Manager Pay Review. The Committee was advised that a further report would be brought back to the Committee in March 2017 on the outcome of this pay review exercise, prior to implementation by payroll in April.

4.2. As a result of the Committee meeting being moved from 28th March 2017 to the 18th April 2017, a briefing note was sent to the Chair of the Committee on the 5th April 2017 of the outcomes of the pay review prior to the implementation by payroll for 15th April.

5. Alternative options considered

This is a report back item.

6. Background information

- 6.1. Over the last year we have gathered evidence of My Conversation outcomes for the senior manager population.
- 6.2. There have been three data collection exercises as follows: July/August 2016; December 2016 and March 2017.
- 6.3. The March 2017 data collection involved obtaining a My Conversation outcome for that month and an overall outcome for the year 2016/17.
- 6.4. Subsequently after each data collection exercise the Senior Leadership Team (SLT) have met to moderate the outcomes of the senior manager population to ensure consistency across the organisation and to challenge where appropriate.
- 6.5. A moderation meeting was held on the 3rd April 2017 of My Conversation outcomes for 2016/17 and final outcomes were agreed as Appendix A.
- 6.6. Thereafter, the outcomes populated a pay decision matrix and to ensure that the senior managers pay awards did not exceed the agreed notional budget for senior manager pay awards i.e. 2% of the aggregated benchmarks of the senior manager pay bands the %'s in the matrix were adjusted accordingly.
- 6.7. The final pay decision matrix was agreed by the Interim Chief Executive as at Appendix B.
- 6.8. A summary of the Senior Manager Pay Review is contained in Appendix C.
- 6.9. We have held part of the fund for the Senior Manager Pay Review in reserve to take account of the supplementary review in October 2017 as set out in Appendix C.
- 6.10. Within the Council's overall Medium Term Financial Strategy an allowance was made for all staff, including Senior Managers, for a 1% cost of living allowance. Therefore, the Senior Managers Pay Review will be partly funded by this and the remaining funding will be met through cost and efficiency savings from service budgets.

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 (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities

Assistant Director of Corporate Governance Comments

- 8.1. There appear to be no legal implications arising from this report.

Chief Finance Officer Comments

- 8.2. The Chief Finance Officer has been consulted on this report and has considered the financial implications of the outcome of senior management pay review. The report

makes clear that the proposed increase in senior management pay will be contained within approved budgets.

- 8.3. The overall impact of the proposed aggregate base salary budget for senior management is in line with benchmark. However, it should be noted that, although proposed overall salaries budget for senior management compare favourably against the aggregate benchmark, impact at directorate and individual level will vary, so that some directorates average increases will be higher than 2% while others will be lower.

Equalities Comments

- 8.4. The Council has a public sector equality duty under the Equality Act 2010 to have due regard to the need to:
- 8.4.1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act;
 - 8.4.2. Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;
 - 8.4.3. Foster good relations between people who share a relevant protected characteristic and people who do not share it;
 - 8.4.4. A “relevant protected characteristic” is age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation.
 - 8.4.5. An equalities impact assessment has been completed as shown in Appendix D. To be updated

9. Use of Appendices

- 9.1. The appendices to this paper are as listed below.

Appendix A – Summary of Senior Manager My Conversation Outcomes

Appendix B – Final Pay Decision Matrix

Appendix C – Senior Manager Pay Review Summary

Appendix D – Equalities Impact Assessment – **TO FOLLOW**

10. Local Government (Access to Information) Act 1985

Not applicable.