

BABERGH DISTRICT COUNCIL and MID SUFFOLK DISTRICT COUNCIL

From: Assistant Director - Corporate Resources	Report Number: C/42/16
To: Council (Babergh) Council (Mid Suffolk)	Date of meeting: 28 June 2016 29 June 2016

AMENDED PAY POLICY STATEMENT FOR 2016/17

1. Purpose of Report

- 1.1 The Pay Policy Statement for 2016/17 was approved by Council in February 2016. Amendments to this Policy are required in view of a change to the Chief Executive salary range, in advance of the recruitment of a new Joint Chief Executive, the introduction of a Deputy Chief Executive post and some other minor changes as outlined in paragraph 10.5.

2. Recommendations

- 2.1 That the amended Pay Policy Statement for 2016/17, as attached at Appendix A, is approved.

3. Financial Implications

- 3.1 The resignation of the current Joint Chief Executive and the need to recruit a successor has prompted a review of the salary range contained within the Pay Policy, to ensure it is still competitive and will attract a suitable candidate.
- 3.2 The current salary range for the Joint Chief Executive role is £103,335 - £120,499. As a result of the review the salary range has been increased slightly to £110,000 - £128,000 and the Pay Policy Statement updated to reflect this change.
- 3.3 The top of the new salary range for the Joint Chief Executive is £7,500 higher than the current range. This will be built into the budgets of the two councils as and when the new post holder reaches the top of the grade. There may be an initial saving depending upon where the successful candidate is appointed within the grade.
- 3.4 The Deputy Chief Executive role is a new post in the structure, so needed to be included within the Pay Policy Statement and has been funded from the savings achieved from the recent focused management review.
- 3.5 The employment costs (salary and on-costs) of the Chief Executive and Deputy Chief Executive are shared equally between Babergh District Council and Mid Suffolk District Council.

4. Legal Implications

- 4.1 The Council is required by the Localism Act 2011 to annually approve and publish a pay policy statement that sets out:
- (a) the remuneration of its chief officers
 - (b) the remuneration of its lowest paid employees, and
 - (c) the relationship between – the remuneration of its chief officers and the remuneration of its employers who are not chief officers.

This report is seeking to amend the annual pay policy statement that was approved in February 2016.

5. Risk Management

- 5.1 This report is not directly linked to the Council's Corporate / Significant Business Risks, but the key risk is set out below:

Risk Description	Likelihood	Impact	Mitigation Measures
That the salary ranges for the Chief Officers are set too low to attract suitable candidates or too high, thus attracting adverse publicity.	Unlikely	Noticeable	The salary ranges are based on current market data.

6. Consultations

- 6.1 There is no requirement to consult on this policy statement.

7. Equality Analysis

- 7.1 The publication of the Pay Policy Statement supports the Council in delivering its equality duty and links closely with the duty to publish workforce data.

8. Shared Service / Partnership Implications

- 8.1 This is a single pay policy reflecting the integrated workforce across both councils.

9. Links to Joint Strategic Plan

- 9.1 The pay policy supports our enabled and efficient organisation outcomes.

10. Key Information

- 10.1 The Localism Act 2011 and supporting guidance provide information and detail on the matters that must be included within this statutory pay policy. However, they also emphasise that each local authority has the autonomy to take its own decisions on pay and pay policies. The Pay Policy Statement must be formally approved by Full Council. The statement can be amended in-year, which is the purpose of this report, it must be published on the Council's website and it must be complied with when setting the terms and conditions of those in Chief Officer posts.

- 10.2 In the context of managing scarce public resources, remuneration at all levels needs to be adequate to secure and retain high quality employees, but at the same time needs to avoid being unnecessarily generous.
- 10.3 In reviewing the current Chief Executive salary range, in preparation for external recruitment of the new Joint Chief Executive, information was gathered on the salary for Chief Executive posts within the market. Regional median salaries, 40 Authorities which have a shared Chief Executive and local Councils were used for comparison to ensure a competitive salary was identified. This data has been used to amend the salary range from the current £103,335 - £120,499 to £110,000 to £128,000.
- 10.4 Limited data exists with regard to salaries for Deputy Chief Executives, but what could be sourced has been used to establish the new grade to sit between the Strategic Director and Chief Executive salary ranges and has been included in the amended Pay Policy Statement.
- 10.5 Some changes to the Policy are required as a result of this report and some other minor amendments since it was approved. The changes are;
- (a) Addition of Deputy Chief Executive to the list of chief officers (Paragraphs 3.3 and 5.1).
 - (b) Salary scale information has been amended for the Chief Executive and added for the Deputy Chief Executive (Paragraph 5.4).
 - (c) Reporting lines have been amended to reflect the Deputy Chief Executive post (Paragraphs 5.4.2 and 5.5.1).
 - (d) Heads of Service have been retitled Assistant Directors (Paragraphs 3.3, 5.1, 5.5.4).
- 10.6 The amended Pay Policy Statement for 2016/17 is attached at Appendix A for approval and will be published on the Councils' websites.

11. Appendices

Title	Location
(a) Amended Pay Policy Statement for 2016/17	Attached at Appendix A

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