

**CABINET
FEBRUARY 4 2021**

PAY POLICY

Cabinet Member(s): Cllr Bob Deed
Responsible Officer: Matthew Page, Corporate Manager for People, Governance and Waste

Reason for Report: To comply with the legislative requirements of the Localism Act 2011 relating to senior pay in particular the role of the Chief Executive, Directors and other senior officers. The Localism Act 2011 requires an annually published Pay Policy which has been adopted by the full Council.

Recommendation: The Cabinet is asked to recommend to Council the Pay Policy 2021.

Financial Implications: None arising from this report which aims to ensure that the Council pays enough to recruit and retain senior staff, but avoids excessive pay levels.

Budget and Policy Framework: This policy sits within the current budget and policy framework.

Legal Implications: None directly arising from this report. The Head of Paid Services (Chief Executive) is required by Article 14 of the Constitution to keep under review the number, grade and organisation of officers, as well as the manner in which the Council's functions is coordinated and discharged. Further, the overall developmental and management structure, as well as the deployment of officers, is to be published.

Risk Assessment: The risk to the Council of not complying with the legislative requirement is mitigated by this report and having a robust performance management system.

Equality Impact Assessment: No equality issues highlighted in this report.

Relationship to Corporate Plan: To have a robust Pay Policy which ensures good use of public money in respect of the salaries of the most senior employees of the Council that is both transparent and visible. To ensure the Council is able to recruit and retain staff of a sufficiently high calibre who are able to deliver the objectives of the Corporate Plan.

Impact on Climate Change: No climate change issues highlighted in this report.

1.0 Introduction/Background

1.1 The localism bill required that all local authorities publish a Pay Policy on an annual basis. The Policy should be agreed by a meeting of the Council and be published on the Council's website.

- 1.2 The purpose of having a Pay Policy is so that the pay and related awards structure of the Council are transparent.
- 1.3 At the present time, the Chief Executive is appraised on an annual basis by a group of Members as set out in the Constitution. The Leader consults Cabinet colleagues and the other two main party leaders on the objectives to be set and these are agreed with the Chief Executive.
- 1.4 Cabinet and Leadership Team meet on a monthly basis to monitor progress within each service area. Cabinet members can raise issues with the Chief Executive and Directors on performance in any area of the Council.
- 1.5 In discussion with the Cabinet Member for the Working Environment and Support Services, a commitment has been given to regularly review the content of the Pay Supplement Policy which was used last year to make a retention payment to the Deputy Chief Executive.
- 1.6 Actions included the attaching of the Pay Supplement Policy (see Appendix 1 Pay Supplement Policy) to this submission each year when it is made to Cabinet for comment and review by members. It was also agreed that any payments to senior officers made under the terms of this policy need to be agreed between the Chief Executive, the Cabinet Member for the Working Environment and Support Services and the Leader of the Council in consultation with the Corporate Manager People, Governance and Waste.
- 1.7 The Corporate Manager People, Governance and Waste will also ensure that any proposed payments are evaluated by an independent body (e.g. South West Councils) before they are made.
- 1.8 The Pay Supplement Policy included is to be noted as a draft pending formal review with both our management team, union and staff consultative group.
- 1.9 The Pay Supplement Policy will be approved at our Joint Negotiation and Consultative Committee which is attended by the Cabinet Member for the Working Environment and Support Services.

2.0 **Recommendation/Action**

- 2.1 The Council is asked to note and approve the attached Pay Policy and its contents regarding the establishment and its pay.

Contact for more Information: Matthew Page, Corporate Manager for People, Governance and Waste, Cllr Bob Deed

Circulation of the Report: Cabinet Member– Cllr Bob Deed, Cabinet, Leadership Team