

Pay Policy Statement - Cotswold District Council 2014/15

1. Background

This statement is intended to meet the requirements of s 38 (1) of the Localism Act 2011 which requires the Council to approve a Pay Policy Statement annually prior to the commencement of the financial year.

2. Scope of this Policy Statement

2.1 To avoid confusion and provide transparency this statement will apply to all officers that are either Chief Executive or Director, and Heads of Service - this may go further than the statutory definition required.

2.2 The current statement sets out the following elements:-

- pay for each of the in scope officers;
- remuneration of lowest paid officer;
- the pay relationship between Chief Officers and other officers;
- other aspects of remuneration, namely; recruitment, increases in remuneration, performance related pay and bonuses, termination payments, transparency.

3. Officers covered by the Policy Statement

3.1 Below is a list of those Officers covered by the Policy Statement:

- Strategic Director (Environment)*
- Strategic Director (Development Planning and Communities)
- Head of Finance and Audit /GO Shared Services (s 151)**
- Shared Head of Legal and Property Services (Monitoring Officer) *
- Head of Democratic Services
- Shared Head of Customer Services*
- Head of Planning and Strategic Housing
- Shared Head of Environmental Services*
- Shared Head of Public Protection & Regulations Services*

Officers employed by West Oxfordshire District Council but seconded via joint working arrangements to Cotswold District Council are included in West Oxfordshire District Council's statement.

* These officers are shared officers with West Oxfordshire District Council but are employed by Cotswold District Council.

** This officer is employed by Cotswold District Council and from April 2012 became shared with the GO Shared Services partner councils.

The responsibility for Deputy S151 is carried out by the Heads of Finance working within the GO Shared Services (under a Collaboration Agreement); the post holders are employed by Cotswold DC and are seconded to GOSS partner councils for the purposes of the Deputy S151 role. The partner councils are Cheltenham BC, West Oxfordshire DC, Forest of Dean DC, and Cotswold DC. These roles and the Head of Human Resources for GOSS, also employed by Cotswold DC, are covered by this Statement.

4. General Statements

4.1 The Council has a range of Human Resources Policies that apply equally to all officers across the Council from the highest paid to the lowest paid. These policies cover a wide range of Human Resources issues from annual leave arrangements to sickness arrangements. All policies are agreed by Joint Consultative Committee and Cabinet.

4.2 Senior staff are covered by JNC Terms and Conditions whereas other staff are covered by NJC Terms and Conditions. Annual cost of living awards more often than not result in similar outcomes, however, the relevant award for the respective negotiating group is normally applied.

5. Policy on Remuneration of Chief Officers

5.1 The policy for the year 2014/15 is to maintain the level of pay in the same bands as the current year subject to any cost of living award that may be agreed nationally, and any changes that might be agreed as recent changes to joint working arrangements these are:-

Strategic Directors £66,593 - £75,813 pay band made up of 5 pay points

Heads of Service Four grades - SM6 to SM9 - individual posts graded via job evaluation
SM6 £47,880 - £51,184 pay band made up of 4 pay points
SM7 £52,286 - £55,590 pay band made up of 4 pay points
SM8 £56,702 - £60,172 pay band made up of 4 pay points
SM9 £61,376 - £65,132 pay band made up of 4 pay points

- Officers are generally placed upon the bottom pay point on appointment but this can be varied by the approval of the appropriate appointments panel.
- A joint working supplement may be payable unless it has been incorporated into the job evaluation assessment.
- Incremental increases within the pay band are made annually and can be accelerated or withheld based upon outstanding or poor performance respectively. Once top of the band is reached no further increases are available.
- No performance related pay exists for any Chief Officer.
- No bonuses are available for any Chief Officer.
- Both Strategic Directors receives a pay supplement in lieu of a leased car.
- Termination benefits payable will be in line with that available to all other officers as set out in the Redundancy and Retirement Policies in line with Employment Rights Act tables.
- Full Council will retain the decision to make any new appointment of an officer where the pay (incorporating all payments and benefits in kind) exceeds £100,000.
- Full Council will retain the decision to approve any severance payments where the compensation payments exceed £100,000.
- The details of the payments in respect of all these officers are set out in the Transparency page of the Councils website at:-
www.cotswold.gov.uk/nqcontent.cfm?a_id=13134&tt=cotswold

5.2 None of the Chief Officers are entitled to receive overtime payments for time worked beyond the contracted hours and out of ordinary working hours.

5.3 The Returning Officer for election purposes also receives a payment for the statutory duties undertaken by virtue of the specific, additional appointment to that role in addition to other responsibilities. For national elections and referenda the amount is set and is payable by the government. For District and Town/Parish Council elections, the fees are payable by the District Council in accordance with a scale of fees approved for use across all Gloucestershire District authorities. The Head of Democratic Services is the Returning Officer.

5.4 The Council's Chief Executive is employed by West Oxfordshire District Council. For transparency, the relevant pay band (from the West Oxfordshire District Council Pay Policy) is set out below:

Chief Executive £94,308 - £101,691 pay band made up of x 5 pay points.

5.5 The Chief Executive's pay is set by the Human Resources Committee of West Oxfordshire District Council.

6. Tax Avoidance

The Council does not and will not employ senior managers in permanent positions via service companies that could be construed as avoiding tax and national insurance contributions. From time to time the Council may employ individuals via service companies to cover interim or short term project roles.

7. Relationship with Other Officers' Pay

7.1 Pay across the rest of the Council is determined by reference to the Job Evaluation scheme in place across the Council which determines the relative differences in pay between jobs based upon a range of factors.

7.2 From 1st April 2012, the Council has been the employing authority for the "Audit Cotswolds" internal audit partnership. Audit Cotswolds provides internal audit services to this Council, West Oxfordshire District Council, Cheltenham Borough Council, Cheltenham Borough Homes Ltd and Ubico Ltd. In addition, from 1st April 2012, the Council has been the employing authority for the "GO Shared Services" partnership. GO Shared Services provides Finance, Procurement, HR and Payroll services to this Council, West Oxfordshire District Council, Cheltenham Borough Council, Forest of Dean District Council, Cheltenham Borough Homes Ltd and Ubico Ltd. Both Audit Cotswolds and GO Shared Services may also provide services to other clients.

7.3 National annual cost of living pay awards are made with reference to JNC (senior officers) and NJC negotiating bodies. At this stage it is not known whether there will be a pay award made via either of these bodies for 2014/15. The last cost of living increase for JNC staff was April 2008 and for NJC staff was April 2013.

7.4 The Heads of Service posts are evaluated via South West Employers using the Greater London Job Evaluation Scheme. Posts below this level are evaluated on the LGMB scheme. The Chief Executive and Directors' pay is set by the Senior Appraisal and Remuneration Panel.

7.5 A full list of grades and associated spinal column pay points is attached to this policy.

7.6 For employees on grades 1 to 6 overtime is payable at premium rates for hours worked above the basic 37 hours per week. Overtime for staff paid above these grades is only payable in exceptional circumstances and after senior management approval.

7.7 For employees that work for more than one Council (shared officers) then a shared working supplement may be payable based on Joint Working Protocols.

7.8 A small number of officers also receive a leased car - this is a historical scheme that is not available to new starters and covers a range of grades. These are taxable benefits and where received by Chief Officers are included in the pay details included within the statutory accounts. As part of the shared working arrangements with West Oxfordshire DC, Shared Heads of Service receive a car salary supplement.

7.9 The pay differential between the highest paid officer and the median officer is set out below:-

Highest Paid Employee* £123,202

Median Employee	£ 27,333
Multiple	4.51

* This is based on the full time equivalent of the West Oxfordshire/Cotswold Shared Chief Executive. The cost to Cotswold District Council is 50% of this amount.

See also:

http://www.cotswold.gov.uk/nqcontent.cfm?a_id=13134&tt=cotswold for published details of the senior management pay bands for Cotswold District Council, and the senior management organisation chart for the top three levels.

8. The Local Government Pension Scheme (LGPS)

8.1 The LGPS provides for the exercise of discretion that allow for retirement benefits to be enhanced. The Council will consider each case on its merits but has determined that it does not normally enhance pension benefits for any of its employees, nor does it operate any discretions under the Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011.

8.2 Further information regarding the LGPS pensions administering body for the council can be found at [www.http://www.gloucestershire.gov.uk/pensions](http://www.gloucestershire.gov.uk/pensions)

(END)

PAY SCALES CDC 14/15

Grade	SCP	2013	Previous			2013	Previous		
1		1	10283	10182	SM1	1	28416	28135	
		2	11337	11225		2	29253	28963	
		3	12073	11954		3	30079	29781	
		4	12368	12245		4	30708	30404	
		5	12792	12666	SM2	5	32876	32550	
		6	12973	12844		6	33837	33502	
		7	13288	13157		7	34947	34601	
		8	13705	13569		8	35870	35515	
		9	14123	13983	SM3	9	37168	36800	
10	14424	14281	10	38113		37736			
11	15326	15174	11	39067		38680			
12	15648	15493	12	39836		39442			
2		13	16066	15907	SM4	13	40151	39753	
		14	16444	16282		14	40926	40521	
		15	16784	16618		15	41866	41452	
		16	17185	17014		16	42796	42372	
3		17	17594	17419	SM5	17	43909	43474	
		18	18110	17930		18	45021	44575	
		19	18793	18607		19	46134	45677	
		20	19475	19283		20	47246	46778	
4		21	20186	19986	SM6	21	48359	47880	
		22	20594	20390		22	49471	48981	
		23	21012	20804		23	50584	50083	
		24	21594	21381		24	51696	51184	
		25	22280	22059		SM7	25	52809	52286
		26	23002	22774			26	53921	53387
5		27	23767	23531	27	55034	54489		
		28	24539	24296	28	56146	55590		
6		29	25638	25384	SM8	29	57269	56702	
		30	26499	26237		30	58414	57836	
		31	27333	27063		31	59582	58992	
		32	28416	28135		32	60774	60172	
SO1		33	29253	28963	SM9	33	61990	61376	
		34	30079	29781		34	63229	62603	
		35	30708	30404		35	64494	63855	
		36	31522	31210		36	65783	65132	
POA		37	32876	32550	Directors				
		38	33837	33502					
		39	34946	34600					
		40	35870	35515					
POB		41	37168	36800	1	66593			
		42	38113	37736	2	68642			
		43	39067	38680	3	70691			
		44	39836	39441	4	72740			
		45	40151	39754	5	75813			
POC		46	40926	40521					
		47	41866	41451					
		48	42796	42373					
POD									