

AGENDA ITEM NO. 16

COUNCIL

Date **26 FEBRUARY 2015**

Title **SENIOR MANAGER PAY POLICY STATEMENT**

1. PURPOSE/SUMMARY

The purpose of this report is for Council to adopt the Senior Manager Pay Policy Statement for 2015/16 attached to the report.

2. KEY ISSUES

- Last year, Members approved the Council’s Senior Manager Pay Policy Statement as part of the Localism Act 2011 (s38) on the 27th February 2014. The act also states that this must be reapproved ever year by the 31st March.
- The statement has been updated for 2015/16 to reflect national pay awards and the changes to employee pension contribution rates from April 2014.
- The policy must include pay and remuneration for chief officers and other employees, including the lowest paid.
- This statement does not change any policies regarding remuneration and is a set of principles and does not concern data relating to a particular individual.
- Since 2010, the Senior Managers of the Council have been reduced, and overall staff savings have delivered £4.5m of annual savings for the Council and taxpayers (£1.5m in management), whilst ensuring the Council continues to deliver excellent services.

3. RECOMMENDATIONS

It is recommended that Council adopts the Senior Managers Pay Policy Statement for 2015/16 at Appendix 1 as required by the Localism Act 2011.

Wards Affected	n/a
Forward Plan Reference No.	Not applicable
Portfolio Holder(s)	Councillor John Clark, Leader of the Council Councillor Chris Seaton, Portfolio Holder for Finance Councillor Michael Humphrey, Chairman of Staff Committee
Report Originator	Sam Anthony, Head of HR & OD
Contact Officer(s)	Paul Medd, Chief Executive Rob Bridge, Corporate Director and Chief Finance Officer Sam Anthony, Head of HR & OD

Background Paper(s)	DCLG Guidance 'Openness and Accountability in Local Pay': Draft Guidance under section 40
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1. INTRODUCTION

- 1.1 The Localism Act 2011 (s38) requires English local authorities to produce a pay policy statement for 2013/2014, and for each financial year thereafter. Council approved the 2014/15 statement last year as set out in the act and the 2015/16 statement has been updated to reflect national pay awards and the employee contribution rate changes for pensions.
- 1.2 The Act states that the policy must include pay and other remuneration for chief officers and other employees, including the lowest paid. The Act defines remuneration widely, to include pay, charges, fees, allowances, benefits in kind, pension and termination payments.
- 1.3 This policy has been developed in response to this, and sets out Fenland District Council's approach to the pay and remuneration of the Council's Senior Managers.
- 1.4 This statement does not change any policies regarding remuneration and is a set of principles and does not concern data relating to a particular individual.

2. CONSIDERATIONS

- 2.1. As stated, the Localism Act 2011 requires local authorities to produce a pay policy statement. This follows Will Hutton's 2011 Review of Fair Pay in the Public Sector which has been a key driver for the Government's aim for greater transparency and value for money in terms of senior public sector pay.
- 2.2. Fenland District Council, under the direction of the Leader and Cabinet, has been at the forefront of ensuring value for money in the Council's senior management arrangements by looking at business need, capacity and management savings.
- 2.3. A number of reviews have taken place since 2010 which has seen the Corporate Management Team reduce from 11 to 5 members and further restructuring which has reduced the number of Heads of Services and Managers.
- 2.4. Overall staff savings have delivered £4.5m of annual savings for the Council and taxpayers (£1.5m in management), whilst ensuring the Council continues to deliver excellent services
- 2.5. During this time the Council has continued to provide excellent services was shortlisted for the 2014 LGC awards under the efficiency category which is recognition for the approach and savings delivered by the Council.
- 2.6. Therefore it is important that the Council's approach to Senior Manager's pay is a balance between securing and retaining employees to continue delivering member priorities and quality services whilst providing value for money.
- 2.7. Appendix 1 sets out the Council's Senior Manager's Pay Policy Statement for 2015/16 in line with the Localism Act 2011 for adoption by the Council.