

**Report to:** Council

**Date:** 21 May 2019

**Title:** Annual Pay Policy Statement

**Report of:** Assistant Director for HR and Transformation

**Ward(s):** All

**Purpose of report:** To present a Pay Policy Statement for the financial year 2019/20 for approval by Council

To update Council on the Deputy Chief Executive designation from April 2019

**Officer recommendation(s):**

1. That Council notes and recommends the updated Pay Policy Statement for publication on the Council's website
2. That Council notes the newly designated Deputy Chief Executive

**Reasons for recommendations:** Sections 38-39 of the Localism Act 2011 require local authorities to adopt and publish a Pay Policy Statement

The Deputy Chief Executive appointment process was agreed by EBC Recruitment Panel and LDC Appointments Committee in 2018.

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## **1 Introduction**

- 1.1 The Localism Act 2011 places an obligation on relevant local authorities to be more accountable to the communities they serve.
- 1.2 Part 1, Chapter 8, of the Act requires the Council to prepare, approve and publish a Pay Policy Statement. The statement drafted for Eastbourne Borough Council is appended to this report (Appendix 1). The Council is required to keep the Statement up to date and it has now been reviewed to take account of the latest statistical data.

The revised version is presented to Council for consideration and approval. Once adopted, it will replace the current version on the Council's website.

## **2 Changes to the Pay Policy Statement**

- 2.1 The 'pay multiple' is the ratio between the highest paid salary and the median average salary of the whole of the Council's workforce.
- 2.2 The lowest spinal column (scp) point we paid our permanent employees at 31 March 2019 is scp 6, which is £16,712 per annum. The median point at 31 March 2019 is £23,111.

The Council's pay multiple for 2018/19 was 5.8978 which remains within the Council's aim to maintain a multiple no greater than 6 to 1.

## **3 Deputy Chief Executive**

- 3.1 An EBC Recruitment Panel and a LDC Appointments Committee met on 20 and 21 March 2018 respectively to consider a report regarding a configuration of the Corporate Management Team.

One of the recommendations concerned the reallocation of the designated Deputy Chief Executive (DCE) status, to follow the retirement of the (then) DCE/Chief Finance Officer (CFO). It was agreed that authority be delegated to the Chief Executive, in consultation with lead members and with support from the Assistant Director of HR and Transformation, to reallocate the DCE designation to one of the front line Director roles at an appropriate point in time.

- 3.2 Following the required consultation, the Chief Executive has taken the decision to appoint Ian Fitzpatrick, Director of Regeneration and Planning, as Deputy Chief Executive on appropriate terms and conditions.

## **4 Financial appraisal**

- 4.1 There are no financial implications to this report. The shared CMT structure appointed in July 2016 allowed for a combined reduction of 20%. Appointing the new Deputy Chief Executive to the proposed salary band will keep us within this target.

## **5 Legal implications**

- 5.1 This report reflects the requirements of sections 38-39 of the Localism Act 2011 with regard to pay accountability. The key requirements are that pay policy statements be:

- prepared for each financial year
- approved by full council
- published on the Council's website

Under section 40, the Council must, in performing its functions under sections 38-39, have regard to the guidance on openness and accountability in local pay issued by the Secretary of State.

*Lawyer consulted 07.05.19*

*Legal ref: 008273-EBC-OD*

## **6 Risk management implications**

The primary risk should the updated Pay Policy Statement not be updated is the breach to our regulatory responsibilities and commitments to staff with the potential for reputational damage.

## **7 Equality analysis**

7.1 A 'No Relevance' report has been submitted to the Equalities and Fairness Planning Group for approval.

## **8 Appendices**

- Appendix 1 – Pay Policy Statement 2019/20