

Body: Council
Date: 11 May 2016
Subject: Pay Policy Statement Update
Report of: Deputy Chief Executive

Ward(s): All

Purpose: To ask Members to approve updates to the Pay Policy Statement produced in accordance with the requirement in the Localism Act 2011

To ask members to approve the Employee Volunteering Scheme

Contact: Becky Cooke, Head of Organisational Development – 01323 415106

Recommendations: **That Council**

- (1) Notes and recommends the updated Pay Policy Statement for publication on the Council's website**
- (2) Approves the implementation of the Employee Volunteering Scheme**

1.0 Introduction

The Localism Act 2011 places an obligation on local authorities to be more accountable to the communities they serve.

Chapter 8 of the Act requires the Council to adopt and publish a Pay Policy Statement. The statement drafted for Eastbourne Borough Council is appended to this report (Appendix One). We are 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 recommendation for its approval. It will then replace the current version on the Council's website to meet the requirements of the Localism Act.

Appendix Two is the draft volunteering scheme, which has recently been reviewed by the Joint Staff Committee who have recommended it for approval by Council.

2.0 Changes to the Pay Policy Statement

There have been some minor changes to reflect the current statistical position in relation to pay relationships at point 4 of the Pay Policy Statement. The

increase in the pay multiple can be explained by the new and significantly enhanced Shared Chief Executive role, the increased responsibilities of which have been reflected in a higher salary range (albeit significant reduction when compared to the two previous individual Chief Executive roles).

In addition information has been added at point 2.4 of the Pay Policy Statement regarding current sharing arrangements across EBC and LDC, and the payment of those salaries.

3.0 Employee Volunteering Scheme

The draft Employee Volunteering Scheme is attached at Appendix Two. Volunteering is an enjoyable way to meet people, learn new skills and gain useful experience. The Council aims for a high level of community volunteering and involvement in our neighbourhoods, and we want to support our staff to be part of this.

In drawing up this scheme, consideration has been given to striking a balance between what is a reasonable timeframe to allow someone the opportunity to undertake voluntary work, and ensuring that the day-to-day business is not adversely impacted. The draft scheme has recently been reviewed at the Joint Staff Committee who have recommended it for approval by Council.

4.0 Financial and other implications

None

5.0 Consultation

UNISON has been consulted on both the revised Pay Policy Statement and Employee Volunteering Scheme.

6.0 Conclusion

Council is asked to approve the revised Pay Policy Statement and recommend for it to be published on the Council's website.

Council is asked to approve the new Employee Volunteering Scheme.

Alan Osborne
Deputy Chief Executive