

**Body:** COUNCIL

**Date:** 20 February 2013

**Subject:** PAY POLICY STATEMENT UPDATE

**Report of:** Deputy Chief Executive

**Ward(s):** ALL

**Purpose:** To ask members to approve an updated pay policy statement produced in accordance with the requirement in the Localism Act 2011.

**Contact:** Becky Cooke, HR Manager, 01323 415106

**Recommendations:** That Council :

1. notes the changes to the content of the Pay Policy Statement and the requirement and rationale for its adoption by the Council
2. endorses the amended Policy Statement for its publication on the Council's website.

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## 1.0 **Introduction**

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

- 1.1 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 at C.
- 1.2 In accordance with the legislation, a Pay Policy statement was adopted and published last year. We are required to keep the statement up to date and the Pay Policy Statement has been reviewed and the revised version is being presented to Full Council for its approval. It will then be published on the Council's website by 31<sup>st</sup> March to meet the stipulations of the Localism Act.

## 2.0 **Key features of the Pay Policy statement**

The policy requires us to publish details of the remuneration packages for the Council's most senior officers and for its lowest paid employees. Sections 2 and 3 of the Pay Policy Statement set these out in line with legal requirements and best practice guidance.

- 2.1 The Council already publishes information relating to the remuneration of senior officers via its Statement of Accounts and on the Transparency pages of its website.
- 2.2 In the Pay Policy Statement, we are asked to declare further remuneration details for those posts deemed Deputy Chief Officers under relevant legislation. This means that an additional group of more than 15 managers will see their remuneration package detailed on the website, as illustrated in Appendix B.
- 2.3 The Pay Policy Statement is also an opportunity for the Council to set its approach to senior pay in the context of pay policies applying across its workforce. This demonstrates the Council's prudence and proportionality in relation to pay and reward matters. Our expectation is that it will provide reassurance to stakeholders of Eastbourne Borough Council's commitment to fairness and reasonableness in employment and specifically in its pay policies.

### 3.0 **Additional features of the Pay Policy Statement**

#### 3.1 Pay Relationships

Consolidating the government's position in seeking proportionate reward packages for employees working in public service, the Pay Policy Statement contains a section on the relationship between the salary of the highest paid in the Council and that of the average employee.

#### 3.2 Noting that the Government and other interested bodies have provided different guidance as to the average which should be used for this exercise, Eastbourne Borough Council proposes to publish two figures:

- a pay multiple for the highest paid against the median FTE salary; and
- a pay multiple on a similar basis calculated using a mean FTE salary for the workforce.

### 4.0 **Financial and other implications**

#### 4.1 No financial or other implications are identified in relation to this Pay Policy Statement.

### 5.0 **Consultation**

#### 5.1 CMT has discussed and agreed the content of the amended Policy Statement in a context of the Council wishing to provide as much transparency as it reasonably can in Pay matters.

#### 5.2 UNISON has also been consulted on the revised Pay Policy Statement.

#### 5.3 All those occupying posts at Deputy Chief Officer level have been informed

about the actions to be taken in publishing information relating to their roles and given the opportunity to raise any concerns.

6.0 **Summary**

6.1 Council is invited to:

- approve the revised content of the Pay Policy Statement and to note the requirement and rationale for its adoption by the Council

**Julian Osgathorpe**  
**Deputy Chief Executive**

Documents used in preparing this report and Statement:

*Pay and Reward policies of Eastbourne Borough Council, updated 2011*

*Localism Act 2011*

*Relevant guidance and recommendations of LGA/LGE and other advisory bodies, December 2011, January 2012 and January 2013.*