

**Body:** COUNCIL

**Date:** 8 May 2013

**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.

**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.
3. gives delegated authority to the Monitoring Officer to amend the scheme of delegation to officers to reflect these changes.

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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, and again with relevant updates on 31 March 2013. We are required to keep the statement up to date and it has now been reviewed to take into account structural changes following implementation of the Customer First structure. The revised version is being presented to Full Council for its approval. It will then replace the current published version on the Council's website to meet the stipulations of the Localism Act.

## 2.0 **Key changes to the Pay Policy statement**

There have been a number of minor changes, largely updating figures to

reflect the current position. The other key changes are:

- 2.1 The implementation of the new Customer First structure with effect from 1 April 2013 has required an interim review of the roles and responsibilities within the Corporate Management Team (CMT). A full review of the CMT will take place as part of Phase 2 of the Future Model, however there is an immediate need to ensure the newly implemented Customer First team has appropriate management, representation and delegated authority at Chief Officer level.

The role of the Senior Head of Development and Environment has been realigned to allow for resultant changes to responsibilities. Implementation of the new Customer First structure has been largely within the remit of the Head of Infrastructure, and the ongoing line management of the team appropriately lies with this role for the interim period pending the outcome of the review of CMT. To allow for both the increased responsibility this line management brings, and also to provide the required level (Chief Officer) of delegated authority, it is recommended that the Head of Infrastructure role is uplifted to Chief Officer level on an interim basis.

- 2.2 It is therefore recommended that the job title Senior Head of Development and Environment is amended to Senior Head of Environment, to better reflect the change in focus and job description (see 2.3.3 in Pay Policy Statement).
- 2.3 It is also recommended that the job title Head of Infrastructure is amended to Senior Head of Infrastructure. This is in response to the increased responsibilities and delegated responsibilities required of the role, and is in line with other Chief Officer roles subject to JNC conditions of service (see 2.3.6 in Pay Policy Statement).
- 2.4 An additional paragraph has been inserted confirming Council approval required for severance payments of £100k or more (see Section 7 of Pay Policy Statement). This is in response to additional guidance issued by the DCLG following advice from the Secretary of State for Communities and Local Government on 20 February 2013.

### 3.0 **Financial and other implications**

- 3.1 No financial or other implications are identified in relation to this report.

### 4.0 **Consultation**

- 4.1 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.
- 4.2 UNISON has also been consulted on the revised Pay Policy Statement.

4.3 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.

5.0 **Summary**

5.1 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
- approve delegated authority to the Monitoring Officer to amend the scheme of delegation to officers to reflect these changes

**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 and January 2012*