

Recommendations from the Staffing Committee meeting held on 30 January 2017

Pay Policy Statement 2017/18

- 9 The Committee considered a report from the Chief Executive which included the proposed Pay Policy Statement for 2017/18 and also provided information about gender pay gap reporting which the Council was likely to have to provide during the 2017/18 financial year and annually thereafter.

The Head of Legal and Democratic Services highlighted to members that this statement was now an embedded part of what the County Council now did in demonstrating transparency around pay. It covered not just senior officers pay but also the relationship between the highest and lowest pay.

The HR and OD Service Manager highlighted the main changes in the proposed pay policy statement from the previous year which focussed on the pay multiples, both of which had either reduced or remained unchanged. She explained that the appendices showed Chief Officer information for both Council funded and joint partner funded roles including consultants/interims.

One member highlighted the pay multiples from previous years in the report and felt this was a good news story as the gap between highest paid (Chief Officers) and lowest paid (non Chief Officers) had narrowed year on year since the pay policy statements had first been published.

Cllr Trevor Jones, as the Chairman of the Audit and Governance Committee, advised members of the work his committee was undertaking in conjunction with Internal Audit in relation to agency staff not being managed robustly and controls not being effective.

It was highlighted the key issue was that the consultant/interim post costs were all within salary budgets for those specific posts. It was also noted that there was a defined period of time stated for how long individuals would be required which allowed for flexibility for future arrangements. The Head of Legal and Democratic Services made reference to one specific post and highlighted that this was funded from a Government grant.

RECOMMENDED

That the County Council be recommended to approve the Pay Policy Statement for 2017/18.

Reason for Recommendation

The Staffing Committee oversees matters relating to staff terms and conditions.