

County Council – 15 February 2018

Recommendation from the Staffing Committee meeting held on 29 January 2018

Pay Policy Statement 2018/19

- 9 The Committee considered a report from the Chief Executive which included the proposed Pay Policy Statement for 2018/19, as required by the Localism Act 2011.

The report showed the pay for highest paid Chief Officers and the pay for the lowest paid officers and the relationship between them. The pay multiples were very similar to last year and the slight difference was as a result of the different structures that were now in place. Attention was drawn to the updated schedule of Chief Officers remuneration at Appendix 1 of the Chief Executive's report. As a result of the current interim management arrangements in Adult and Community Services. The Chief Executive explained that the aim was to properly represent the money that was being spent in specific areas.

Following a comment from a member about whether the pay grades were performance related, the HR & OD Service Manager highlighted that roles were Job Evaluated and advised that processes were in place to address any performance issues.

Members felt it would be helpful for future reports to include comparisons of pay multiples from other authorities.

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.