

Staffing Committee

Dorset County Council



Date of Meeting	30 January 2017
Officer	Chief Executive
Subject of Report	Pay Policy Statement 2017/18
Executive Summary	<p>As required by the Localism Act 2011 the attached report sets out the County Council's Pay Policy Statement for the financial year 2017/18 and provides information regarding gender pay gap reporting. Previous statements have been published for the financial years since 2012/13.</p> <p>The Act places a requirement on local authorities to produce a statement on an annual basis, setting out their policies on the remuneration of their Chief Officers and lowest paid employees, and the relationship between the remuneration of its Chief Officers and non-Chief Officers.</p> <p>The proposed Pay Policy Statement is attached at Appendix 1 and refers to overview tables setting out the general policies relating to the remuneration of the County Council's chief officers and lowest paid employees.</p> <p>The County Council employs 4,044 staff (as at 31 December 2016). Twenty-six chief officer positions are identified in Appendix A1 with 13 additional in partnership positions (Appendix B1); this is reflective of the significant reduction in roles at senior leadership level and associated costs over the past 5 years. The pay multiple FTE salary remains the same as last year at 7.15:1. The taxable earnings pay multiple has reduced, meaning that the gap between the Chief Executive's salary and the median earnings of employees is reducing year on year.</p> <p>The report also provides information about gender pay gap reporting which the Council is likely to have to provide during the 2017/18 financial year and annually thereafter.</p>

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Impact Assessment:	<p>Equalities Impact Assessment: The Localism Bill was subject to consideration in terms of compatibility with the European Convention on Human Rights and contains a statement by the Secretary of State, Eric Pickles, that the provisions are compatible.</p>
	<p>Use of Evidence: The Localism Act 2011 and Supplementary Guidance dated February 2013.</p>
	<p>Budget: None arising directly from this report although the production and maintenance of a Pay Policy Statement creates additional and ongoing work, as will any requirement to report annually on the gender pay gap, for the Human Resources and Organisational Development service.</p>
	<p>Risk Assessment:</p> <p>Having considered the risks associated with this decision using the County Council's approved risk management methodology, the level of risk has been identified as: Current Risk: LOW Residual Risk: LOW</p>
	<p>Other Implications: None arising directly from this report.</p>
Recommendation	<p>It is recommended that the Staffing Committee:</p> <ul style="list-style-type: none"> (i) Note the provisions of the Localism Act and approve the Pay Policy Statement for the 2017/18 financial year. (ii) Recommend the approval of the Pay Policy Statement to the County Council. (iii) Note the fact that we may have to undertake Gender Pay Gap reporting and, if approved by Parliament, agree that this information will be presented alongside future Pay Policy Statements.
Reason for Recommendation	<p>The Staffing Committee oversee matters relating to staff terms and conditions.</p>
Appendices	<p>Appendix 1: Pay Policy Statement Appendix A1: Schedule of Chief Officers Remuneration Appendix A2: Overview Table of Policies Relating to Remuneration for the Chief Officers and Lowest Paid Employees Appendix B1: Schedule of Partnerships Chief Officers Remuneration Appendix B2: Overview Table of Policies Relating to Remuneration for Partnership arrangements for Public Health Chief Officers</p>

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Background Papers	None.
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1. Introduction

- 1.1 The Staffing Committee has received reports setting out Pay Policy Statements for previous financial years as required by the Localism Act 2011.
- 1.2 The Localism Act, Part 1, Chapter 8 under the heading 'Pay Accountability' places a requirement on local authorities to produce a Pay Policy Statement on an annual basis.
- 1.3 This report sets out the main aspects of the Localism Act and details the scope of the Pay Policy Statement for the financial year 2017/18.

2. Pay Policy Statement 2017/18

- 2.1 A Pay Policy Statement for the financial year 2017/18 has been produced to meet the requirements of the Act and this is attached at Appendix 1.
- 2.2 The Statement sets out the policies for the financial year relating to:
 - (a) the remuneration of its Chief Officers,
 - (b) the remuneration of its lowest paid employees, and
 - (c) the relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.
- 2.3 The Pay Policy Statement broadly follows the same format as produced for the previous financial years. The statement refers to overview tables setting out the general policies relating to the remuneration of the County Council's Chief Officers and lowest paid employees, and further tables detailing the specific elements for each individual Chief Officer.
- 2.4 The Pay Policy Statement also provides clear details of the County Council's various partnership arrangements which are in place and work towards improving efficiency in local government. The County Council currently has jointly funded partnership arrangements for Public Health, Dorset Waste Partnership and one individual role. The 2017/18 Pay Policy Statement separates these partnership positions. This recognises the complexity of employment arrangements as resources have been combined to achieve cost effective and sustainable services.
- 2.5 The County Council must comply with its Pay Policy Statement for the financial year in making determinations relating to Chief Officers.

3. Requirements of the Localism Act

- 3.1 In preparing the Pay Policy Statement for the 2017/18 financial year, it is recommended that the Staffing Committee note the following in respect of the Act's requirements detailed in paragraph 2.2.
- 3.2 Chief Officers
 - 3.2.1 The Act defines Chief Officers by reference to various sections of the Local Government and Housing Act 1989.

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3.2.2 The details for Chief Officers (Appendices A1 and B1) reflect the position as at 1 January 2017 and, in respect of the partnership arrangements, indicates Dorset County Council's contribution to the remuneration packages.

3.3 Definition of Lowest Paid Employees

3.3.1 In line with the previous four Pay Policy Statements, the County Council has defined its lowest paid employees as those on the lowest Green Book spinal column point.

3.3.1 As such, the Pay Policy Statement and accompanying overview table (Appendix A2) reflects those elements of Green Book remuneration that could apply to this group.

3.3.2 For both Chief Officers and the Lowest Paid Employees, the County Council adopts all relevant national agreements and the associated national pay bargaining arrangements. As a result, any pay awards negotiated by the National Employers will be contained within the appendices as required.

3.4 Relationship between Chief Officers and non Chief Officers

3.4.1 In line with previous Pay Policy Statements, the relationship between Chief Officer remuneration and non Chief Officer remuneration has been calculated as the ratio between the highest paid officer's earnings and the median earnings of employees.

3.4.2 Using taxable earnings for the 2015/16 financial year (including elements such as pension contributions and lease car allowance) the ratio for the County Council is 8.76:1. This compares to the 2016 figure provided in last year's Pay Policy Statement of 9.27:1.

3.4.3 In calculating the pay multiple based on FTE salaries (excluding allowances and enhancements) as at 1 January 2017 the ratio of the Chief Executive's salary to the median FTE salary of employees was 7.15:1. This is exactly the same as the 2016 figure (after rounding).

3.4.4 The pay multiples from previous years are as follows:

Financial year Pay Policy Statement	Pay multiple Taxable earnings	Pay multiple FTE salary
2012/13	11.01:1	8.79:1
2013/14	10.36:1	8.32:1
2014/15	9.61:1	8.25:1
2015/16	9.29:1	7.95:1
2016/17	9.27:1	7.15:1
2017/18	*8.76:1	7.15:1

* This figure excludes Tricuro employees who transferred on 1 July 2015.

4. **Gender Pay Gap Reporting**

4.1 Subject to the approval of Parliament, regulations are likely to commence from April 2017 for public sector organisations (already agreed for private sector) which will mean that employers will have up to 12 months to publish additional information concerning the gender pay gap.

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- 4.2 On an annual basis DCC will be required to publish a report on Dorset for You as well as submit evidence of compliance to the Government. Subject to the commencement of the legislation, DCC will need to publish their first report within 12 months from April 2017 and keep gender pay figures online for three years in order to show the progress made.

5. Next Steps

- 4.1 It is recommended that the Staffing Committee agree to recommend the attached Pay Policy Statement for the financial year 2017/18 to the County Council.
- 4.2 Once agreed, and in advance of 31 March 2017, the Pay Policy Statement will be published on the County Council's website.
- 4.3 Prior to its publication, Privacy Notices will be issued to each of the Chief Officers detailed in the Schedule (Appendices A1 and B1).

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Chief Executive

Sheralyn Huntingford
Head of Human Resources and Organisational
Development

5 January 2017

Appendix 1

DORSET COUNTY COUNCIL PAY POLICY STATEMENT 2017/18

1. Purpose

- 1.1 The following is a Pay Policy Statement as required under Part 1, Chapter 8 'Pay Accountability' of the Localism Act 2011 and as such does not form part of an employee's contract of employment and does not create any contractual rights.
- 1.2 The Pay Policy Statement has been approved by resolution of the full County Council.
- 1.3 The Pay Policy Statement, along with appendices, is published on the County Council's Website - www.dorsetforyou.gov.uk
- 1.4 The County Council has published an annual Pay Policy Statement since the financial year 2012/13. This Pay Policy Statement is for the financial year 2017/18 and will be updated and re-published on an annual basis thereafter.
- 1.5 Should any amendments to the Pay Policy Statement be required during the financial year 2017/18 this will be approved by the full County Council, after which the amended version of the Pay Policy Statement will be published.
- 1.6 A glossary of terms used in the Pay Policy Statement can be found at the end of the document.

2. Context of Dorset County Council

- 2.1 The County Council employs 4,044 staff and provides a wide range of services managed through the Chief Executive's Department and Directorates:
- 2.2 The Chief Executive is the lead adviser to elected members and the head of paid service.
- 2.3 The Chief Executive's Department includes Legal & Democratic Services, Finance and Human Resources & Organisational Development.
- 2.4 Children's Services includes Care and Protection, Partnerships and Prevention and Design and Development.
- 2.5 Environment and the Economy includes Economy, the Environment, Highways, ICT & Customer Services.
- 2.6 Adult and Community Services includes Adult Care, Early Help and Community Services and Partnerships and Performance.

3. Partnerships

- 3.1 In addition to the Chief Executive's Department and Directorates, the County Council has various partnership arrangements in place which work towards improving

efficiency in local government. By working together with other public sector organisations, the authority can provide high quality services more efficiently and cost effectively resulting in the better use of resources. Meaningful and productive partnerships have been established which provides joint funding for services, with each partner contributing an agreed percentage towards costs, including remuneration.

- 3.2 The County Council currently has jointly funded partnership arrangements for Public Health, Dorset Waste Partnership and one individual role. The following provides details of Dorset’s contribution to the remuneration package. These percentages are subject to periodic review.

Partnership	DCC Contribution to remuneration package
Public Health	54%
Dorset Waste Partnership	64%
Programme Director – Integrated Health and Social Care	25% (ending 31.3.17)

- 3.3 On 1 April 2013, the Public Health Service transferred to the County Council under a statutory transfer order and provides services in relation to prevention, health protection, healthcare and health promotion programmes. The County Council is the host employer and provides Public Health services for Dorset which includes the Borough of Poole and Bournemouth Borough Council.

- 3.4 In addition, the Dorset Waste Partnership is hosted by the County Council in partnership with the District Councils. The Dorset Waste Partnership includes services such as waste, recycling and street cleaning services.

4. Requirements of the Localism Act

- 4.1 In accordance with the Localism Act, the Pay Policy Statement outlines the County Council’s policies relating to:

- The remuneration of its Chief Officers
- The remuneration of its lowest-paid employees, and
- The relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.

- 4.2 The Pay Policy Statement applies to Dorset County Council employees excluding schools. This is in line with the Secretary of State’s “Openness and Accountability in Local Pay: Guidance under section 40 of the Localism Act” (February 2012) and Supplementary Guidance (February 2013). Each school has a separate Pay Policy with a reporting line to the Governing Body and it is the school that ultimately determines the terms and conditions for its employees.

- 4.3 The Pay Policy Statement excludes Apprentices engaged on contracts for training.

5. Remuneration of Chief Officers

- 5.1 The Localism Act defines Chief Officers by reference to various sections of the Local Government and Housing Act 1989. For the purposes of this Pay Policy Statement and in terms of the County Council’s structures the definition of Chief Officers incorporates the Chief Executive, Directors, Chief Financial Officer, Monitoring

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Officer and any officer who reports directly to these post-holders (other than those whose duties are solely secretarial or clerical or otherwise in the nature of support services).

- 5.2 Chief Officers are employed under either the Joint Negotiating Committee (JNC) for Chief Executives of Local Authorities, the JNC for Chief Officers of Local Authorities or the National Joint Council (NJC) for Local Government Services (Green Book terms and conditions of employment). Public Health Chief Officers (other than the Director) are employed under the National Health Service (NHS) terms and conditions in accordance with the statutory transfer order.
- 5.3 A schedule of Chief Officers' post specific remuneration is contained at Appendices A1 and B1. These detail:
- Position Title
 - Directorate / Partnership
 - Overview Table Category (Appendices A2 and B2)
 - National Terms and Conditions of Service
 - FTE Annual Salary
 - FTE Salary Range
 - FTE Allowances
- 5.4 Overview Tables detailing terms and conditions have been produced. Appendix A2 details those policies relating to remuneration which are not post specific and refers to Chief Officers and lowest paid employees. Appendix B2 details those policies relating to remuneration which are not post specific and refers to Public Health Chief Officers.
- 5.5 A further explanation of the Overview Tables (Appendices A2 and B2) is contained within Section 7.
- 5.6 The Chief Executive is the Returning Officer for County Council elections and the salary range for the post is inclusive of returning officer fees.
- 5.7 The appointment of Directors and Heads of Service/Assistant Directors/Service Directors is delegated to the Staffing Committee.
- 5.8 Staffing Committee recommend the appointment of Statutory Chief Officers and the Chief Executive, with confirmation of the appointment being ratified by full County Council.
- 5.9 The appointment of all staff not covered by paragraphs 5.7 and 5.8 is undertaken by the appropriate Director or their nominees under powers delegated under the Scheme of Delegation.
- 6. Remuneration of Lowest Paid Employees**
- 6.1 The Localism Act requires the Pay Policy Statement to define the Lowest Paid Employees. The Local Government Association, Localism Act: Pay Policy Statements Guidance for Local Authority Chief Executives" (November 2011) suggests that the simplest and most easily understood definition of lowest paid employees might be those employees on the lowest pay point in use by the authority.

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6.2 In line with the above, DCC define this as those employed on the minimum of Grade 1 (NJC Green Book terms and conditions of service).

6.3 Roles at this grade may include:

- School Crossing Patrol
- Catering – Housekeeper - Facilities Assistant
- Driver/Delivery Person

6.4 The salary scale for Dorset Grade 1 is indicated on the Overview Table (Appendix A2).

6.5 The Overview Table (Appendix A2) details further policies relating to remuneration that can apply to the lowest paid employees (it also refers to Chief Officers).

7. Overview Tables

7.1 Appendix A2 details the policies relating to the remuneration of Chief Officers and the lowest paid employees. Policies relating to the remuneration of Public Health Chief Officers are outlined in Appendix B2. It should be noted that the tables reflect only those key elements of each policy relating to remuneration.

7.2 For the purposes of the Overview Tables, terms and conditions groups have been structured under the following headings:

- Chief Officer: Chief Executive and Directors
- Chief Officer: Heads of Service/ Assistant Director/Service Director
- Chief Officer: Other
- Lowest Paid Employees: Dorset Grade 1 (Spinal Column Point 6)
- Public Health Medical Staff
- Public Health Non Medical Staff

7.3 The policies relating to remuneration details shown in both appendices have been grouped under 5 main headings that mirror the requirement of the Localism Act 2011:

- Elements of Remuneration
- Remuneration on Recruitment
- Increases and Additions to Remuneration
- Performance Related Pay
- Payments on Ceasing to Hold Office

7.4 Elements of Remuneration

The County Council applies a number of elements that could form the total remuneration package for Chief Officers and lowest paid employees. Details of these can be found under the following headings within the Overview Tables:

- Basic Salary Range
- Plussage to Basic Grade
- Weekend Enhancement
- Night Enhancement
- Standby Allowance

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- Standby Callout
- Overtime
- Public Holiday Enhancement
- Sleeping In Allowance
- First Aid Allowance
- Retainer Payment
- Returning Officer Fees

In addition to the above elements, there may be occasions when the County Council makes payments that are considered to be a benefit in kind. The following should not be considered an exhaustive list, but provides a flavour of the types of benefits in kind that may be payable to employees and regarded as taxable by HMRC when certain circumstances dictate:

- Relocation Expenses over £8,000
- Broadband/Telephone Line Rental
- Relocation Mileage

7.5 Remuneration on Recruitment

Details of the County Council's policy on remuneration on appointment can be found in the Overview Tables under the following headings:

- Starting Salaries
- Recruitment and Retention Payments

7.6 Increases and Additions to Remuneration

In certain circumstances, the County Council may apply increases/additions to remuneration. Details of these can be found under the following headings within the Overview Tables:

- Payments for Additional Duties
- Cost of Living Pay Increases
- Salary Protection

7.7 Performance Related Pay

The County Council does not make bonus payments. Some elements of pay are performance related. Details of the following performance related elements of pay, and how they are applied, can be found within the Overview Tables:

- Incremental/Scale Progression
- Merit Increments

7.8 Payments on Ceasing to Hold Office

The County Council applies a number of payments/provisions in the event of an employee ceasing to hold office. An outline of the following payments can be found within the Overview Tables:

- Notice Period
- Redundancy Provisions

8. Relationship between Chief Officer and Non Chief Officer

- 8.1 The Localism Act requires the County Council to set out the relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers. In determining the relationship, regard has been given to Hutton's Review of Fair Pay in the Public Sector (Final report dated March 2011), the Secretary of State's guidance and Local Government Association (LGA) guidance. These reference sources define the relationship in terms of a pay multiple calculation.
- 8.2 In line with the above reports and guidance documentation, pay multiples have been calculated as the ratio between the Chief Executive's earnings and the median average earnings of employees.
- 8.3 The LGA guidance indicates that the pay multiple could be calculated based upon total taxable earnings or FTE salaries. For the purposes of this statement the County Council provides both.
- 8.4 In calculating the pay multiple based on total taxable earnings for the 2015/16 tax year (including benefits in kind and elements such as pension contributions**) the ratio of the Chief Executive's earnings to the median earnings of employees was 8.76:1. This figure excludes Tricuro employees who transferred on 1 July 2015.
- 8.5 In calculating the pay multiple based on FTE salaries (excluding allowances and enhancements**) as at 1 January 2017 the ratio of the Chief Executive's salary to the median FTE salary of employees was 7.15:1 (after rounding).
- 8.6 The pay multiples are as follows:

Financial year Pay Policy Statement	Pay multiple Taxable earnings	Pay multiple FTE salary
2012/13	11.01:1	8.79:1
2013/14	10.36:1	8.32:1
2014/15	9.61:1	8.25:1
2015/16	9.29:1	7.95:1
2016/17	9.27:1.	7.15:1
2017/18	*8.76:1	7.15:1

* Figure excludes Tricuro employees who transferred to Tricuro on 1 July 2015.

** Excluding schools employees and apprentices

9. Conclusion

- 9.1 These documents are considered to be an accurate reflection at the time of publishing. However, if subsequent amendments to the Pay Policy Statement are necessary during the financial year 2017/18 this will require approval by the full County Council, after which the amended versions would be published.

Glossary of terms

Basic Pay is the core element of salary payable before enhancements or additions.

Directorate/Department is the name given to one of the main departments/divisions of the County Council. Dorset County Council has the following directorates/departments: Chief Executive's Department, Environment & the Economy Directorate, Adult & Community Services Directorate, Children's Services Directorate and Public Health.

DCC – Dorset County Council.

Elected Members are Councillors elected through local elections to represent their communities in local government.

FTE is Full Time Equivalent. For the County Council this is 37 hours per week.

Green Book is the name given to the document containing the National Agreements on pay and conditions of service for Local Government Services. This agreement includes the full, current details of the National Joint Council (NJC) for Local Government Services. Known as the Single Status Agreement, the Green Book covers the pay and conditions for a range of local authority employees.

HMRC – Her Majesty's Revenue and Customs.

Incremental Progression is the process of moving up through a salary scale range.

Joint Negotiating Committee (JNC) is the body which sets the national framework used to pay certain groups of employees. The function of the JNC is to negotiate with Trade Unions on nationally determined terms and conditions of service and any yearly cost of living pay increase.

Median is found by arranging all values in order from the lowest to the highest and selecting the middle value.

Pay Board consists of Elected Members and is constituted to hear and determine matters relating to the Labour Market Adjustment Scheme for additional increments.

Spinal Column Point (Pay Point) is the name given to a particular point on a salary range/grade.

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Appendix A1 - Schedule of Chief Officers Remuneration							
Position Title	Directorate	Overview Table Category (Appendix A2)	National Terms and Conditions of Service	FTE Annual Salary as at 01.01.17	FTE Salary Range £ per annum	Grade	FTE Allowances £ per annum
Chief Executive	Chief Executive's Department	Chief Officer Chief Executive & Directors (JNC Terms and Conditions)	JNC for Chief Executives of Local Authorities	£150,490	£141,400-156,550	Chief Executive (CE)	£0
Interim Director (18 months duration)	Adult & Community Services	N/A	N/A	Consultant rate *£800 daily rate (includes all fees)	N/A	Interim Director	N/A
Assistant Director - Adult Care Operations	Adult & Community Services	Chief Officer Heads of Service/Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£88,000	£86,500-91,000	CO Salary Band 3	£0
Assistant Director – Early Help & Community Services	Adult & Community Services	Chief Officer Heads of Service/Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officer of Local Authorities	£82,000	£80,500-85,000	CO Salary Band 4	£0
Service Manager – Business, Strategy, Performance & Innovation	Adult & Community Services	Chief Officer Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£54,206	£52,149-58,889	Dorset Grade 16	£0
Safeguarding & Quality Service Manager	Adult & Community Services	Chief Officer Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£55,343	£52,149-58,889	Dorset Grade 16	£0
Lead Commissioner	Adult & Community Services	Chief Officer Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£53,078	£52,149-58,889	Dorset Grade 16	£0
Interim Lead Commissioner	Adult & Community Services	N/A	N/A	Consultant rate *Daily charge rate of £655 (includes all fees)	N/A	Interim Consultant	N/A
Director	Environment & the Economy	Chief Officer Chief Executive & Directors (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£119,228	£110,524-125,031	CO Salary Band 1	£0

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Service Director - Economy	Environment & the Economy	Chief Officer Heads of Service/Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£80,500	£80,500-85,000	CO Salary Band 4	£0
Service Director - Environment	Environment & the Economy	Chief Officer Heads of Service/Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£80,500	£80,500-85,000	CO Salary Band 4	£0
Service Director - Highways	Environment & the Economy	Chief Officer Heads of Service/Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£86,500	£86,500-£91,000	CO Salary Band 3	£0
Head of ICT and Customer Services	Environment & the Economy	Chief Officer Heads of Service/Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£82,000	£80,500-85,000	CO Salary Band 4	£0
Director	Children's Services	Chief Officer Chief Executive & Directors (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£119,228	£110,524-125,031	CO Salary Band 1	£0
Assistant Director – Children's Care & Protection	Children's Services	Chief Officer Heads of Service/Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£86,500	£86,500-91,000	CO Salary Band 3	£0
Interim Assistant Director – Partnerships & Prevention	Children's Services	N/A	N/A	Consultant rate *Daily charge rate of £794 (includes all fees)	N/A	Interim Consultant	N/A
Assistant Director – Design & Development	Children's Services	Chief Officer Heads of Service (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£80,500	£80,500-85,000	CO Salary Band 4	£0
Performance & Change Management Advisor	Children's Services	N/A	N/A	Consultant rate *Daily rate of £630 (includes all fess)	N/A	Interim Consultant	N/A
Head of Legal & Democratic Services, (& Monitoring Officer)	Chief Executive's Department	Chief Officer Heads of Service (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£89,500	£86,500-91,000	CO Salary Band 3	£0

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Democratic Services Manager	Chief Executive's Department	Chief Officer Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£46,651	£43,387-48,438	Dorset Grade 14	£0
Head of Human Resources and Organisational Development	Chief Executive's Department	Chief Officer Heads of Service/Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£82,000	£80,500 - £85,000	CO Salary Band 4	£0
Group Manager – Commercial and Commissioned Services	Chief Executive's Department	Chief Officer Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£58,889	£52,149-58,889	Dorset Grade 16	£0
Head of Internal Audit, Insurance & Risk Management	Chief Executive's Department	Chief Officer Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£58,889	£52,149-58,889	Dorset Grade 16	£0
Legal Services Manager	Chief Executive's Department	Chief Officer Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£65,331	£63,981-72,532	Dorset Grade 17	£0
Head of Financial Services (& Section 151 Officer)	Chief Executive's Department	Chief Officer Heads of Service/Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£88,000	£86,500-91,000	CO Salary Band 3	£0
Chief Accountant (Deputy Section 151 Officer)	Chief Executive's Department	Chief Officer Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£66,702	£63,981-72,532	Dorset Grade 17	£0

Note

*Numbers of days worked varies

Appendix A2 - Overview Table of Policies Relating to Remuneration for the Chief Officers and Lowest Paid Employees				
	<u>Chief Officer</u> Chief Executive & Directors (JNC Terms and Conditions)	<u>Chief Officers</u> Heads of Service/Assistant Director/Service Director (JNC Terms and Conditions)	<u>Chief Officers</u> Other (Green Book Terms and Conditions)	<u>Lowest Paid Employees</u> Grade 1 (Spinal Column Point 6) (Green Book Terms & Conditions)
Elements of Remuneration				
Basic Salary Range	See Appendix A1			Grade 1 £14,514 pa (FTE)
Weekend Enhancement	<p>Not applicable.</p> <p>The full time working week for this post is 37 hours. However due to the nature and seniority of the post there is a requirement to work longer hours as necessary. No additional payment/enhancement for any hours worked in excess of 37 hours per week or hours undertaken outside of normal office hours are applicable.</p>		<p>Where hours are worked at weekends on an ad hoc, irregular basis as part of normal flexibility to meet service demands, enhanced payments for weekend working will not apply and time off in lieu should be taken or flexi time recorded.</p> <p>For all hours worked on a Saturday or Sunday as part of a regular, rostered arrangement, payment will be at time plus one half of basic pay.</p>	
Night Enhancement	<p>Not applicable.</p> <p>The full time working week for this post is 37 hours. However due to the nature and seniority of the post there is a requirement to work longer hours as necessary. No additional payment/enhancement for any hours worked in excess of 37 hours per week or hours undertaken outside of normal office hours are applicable.</p>		<p>Where a designated waking night shift is undertaken by a designated night worker payment will be made at time plus one third of basic pay.</p>	
Standby Allowance	<p>Not applicable.</p> <p>The full time working week for this post is 37 hours. However due to the nature and seniority of the post there is a requirement to work longer hours as necessary. No additional payment/enhancement for any hours worked in excess of 37 hours per week or hours undertaken outside of normal office hours are applicable.</p>		<p>Stand-by Allowance is payable when an employee is required to be on stand-by in order to be available for call out in an emergency outside of normal working hours.</p> <p>Stand-by Allowance is normally paid for a 12 hour session. Monday - Friday £9.58. Saturday/Sunday/Public Holidays £17.24 per session.</p>	
Standby Callout	<p>Not applicable.</p> <p>The full time working week for this post is 37 hours. However due to the nature and seniority of the post there is a requirement to work longer hours as necessary. No additional payment/enhancement for any hours worked in excess of 37 hours per week or hours undertaken outside of normal office hours are applicable.</p>		<p>Standard - Employees called out to work during a period of stand-by, time worked over 30 minutes in any 12 hour period of stand-by will be paid at basic rate plus one half subject to a minimum payment of two hours.</p> <p>Bank Holiday - Employees called out to work whilst on stand-by duty on Christmas Day, Boxing Day, New Year's Day, Good Friday or Easter Monday will receive triple pay for all hours worked over 30 minutes in any 12 hour period. Double time will be paid for hours worked over 30 minutes in any 12 hour period when called out on other public holidays. Payments are subject to a minimum payment of two hours at the enhanced rate when called out.</p> <p>Best endeavours arrangement (i.e. no specific stand-by requirement) will receive the appropriate Stand-by Allowance and compensation for time worked in accordance with the Callout Scheme if called out and required to work more than 30 minutes in any one 12 hour period. If called out and required to undertake work for less than 30 minutes, they will receive the appropriate Stand-by Allowance in complete recompense.</p>	
Overtime	<p>Not applicable.</p> <p>The full time working week for this post is 37 hours. However due to the nature and seniority of the posts there is a requirement to work longer hours as necessary. No additional payment/enhancement for any hours worked in excess of 37 hours are applicable.</p>		<p>Usually overtime worked to manage peaks in workload should be taken as time off in lieu/flexitime at a later date. Where payment for overtime is authorised by a manager for work above 37 hours per week, payment will be at the employee's usual hourly rate (plain time).</p> <p>Exceptionally, where overtime is worked during a shift when enhanced payments are applicable for unsocial hours working, the appropriate enhanced rate will be paid in complete recompense.</p>	

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Public Holiday Enhancements	<p>Not applicable.</p> <p>The full time working week for this post is 37 hours. However due to the nature and seniority of the post there is a requirement to work longer hours as necessary. No additional payment/enhancement for any hours worked in excess of 37 hours per week or hours undertaken outside of normal office hours are applicable.</p>	<p>Where work is required to be undertaken on a public holiday, payment is at double time for all hours worked on spring and late summer public holidays (May and August) and on May Day. Work on Christmas Day, Boxing Day, New Year's Day, Good Friday and Easter Monday is paid at triple basic pay rate for all hours worked.</p>
Sleeping In	<p>Not applicable.</p>	<p>If required to sleep in on work premises a sleeping in payment of £34.34 is payable per night. This rate covers the requirement to sleep in and up to 30 minutes call out per night. Any additional time worked in excess of 30 minutes during a sleeping in shift can be claimed, where approved, as additional hours.</p>
First Aid Allowance	<p>A designated first aider (appointed person) for a place of work is paid a first aid allowance of £19.75 per month. This allowance is under review, as part of a wider review to modernise a range of employment policies and practices.</p>	
Retainer Payment	<p>Not applicable</p>	<p>Retainer payments for School Crossing Patrols and Passenger Assistants (employed directly by the County Council) ceased in October 2015. Three years cash protection applies until 2018.</p>
Returning Officer Fees	<p>The Chief Executive is the Returning Officer for County Council Elections. The Chief Executive salary is inclusive of returning officer fees.</p>	<p>Not applicable.</p>
Remuneration on Recruitment		
Starting Salaries	<p>Upon recruitment, appointment is made to the minimum spinal column point, with discretion to determine a higher incremental point subject to the following criteria:-</p> <ul style="list-style-type: none"> - the individual's knowledge, skills, experience and qualifications relating to the requirements of the role; - performance/capability as evidenced during the recruitment process; - existing market forces; - consideration of existing employees performing the same role as matched against the above criteria. 	
Recruitment and Retention Payments	<p>Not applicable.</p>	<p>Labour market increments (LMI's) are additional increments added to the top of the pay scale for a post where there is sufficient evidence that the current Dorset Grade maximum is insufficient to recruit or retain employees of the appropriate competence/skill mix. LMI's are approved by the Director and Elected Member and all posts attracting market forces increments are reassessed every three years in accordance with the Labour Market Adjustment Scheme in order to take account of current labour market information and evidence. If following review LMI's are reduced or removed a 3 year period of cash protection is applied.</p> <p>Key Skills Recruitment & Retention Bonus Scheme – introduced in 2016 a bonus scheme may be applied to any posts at any grade where a clear skills shortage and difficulty in recruiting key staff can be demonstrated. The bonus payable will be an amount between £1,500 and £2,000 (pro rata for part time positions) depending on the approved business case.</p> <p>Family and Friends Referral Scheme – introduced in 2016 this scheme is available to certain employees of the council and is intended to assist in the recruitment and retention of key staff in difficult to recruit to posts. The Director or Chief Executive can consider offering the friends and family referral payment to an existing employee who refers a successful candidate to a key vacancy. The amount payable is set at a maximum of £1,000 regardless of the post, pro rata for part time positions.</p>
Increases and Additions to Remuneration		
Payments for additional duties	<p>Not applicable.</p>	<p>Acting up payment may apply where there is a requirement to undertake additional responsibilities for an extended period (normally over 4 weeks). A full acting up payment is calculated as the difference between the salary of the employee acting up and the minimum point of the grade of the post being covered. When an employee is already paid on a point within the higher grade, the allowance will be calculated based upon the next point within the grade. Where only part of the duties are being undertaken a proportioned (percentage) payment is made.</p> <p>An honorarium payment (usually a one off amount of up to £100) can be awarded to an employee who has performed exceptionally outside of the normal scope of their duties e.g. work on a complex temporary project.</p>

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Cost of Living Pay Increases	<p>Chief Executive - Cost of living pay increases agreed by Joint Negotiating Committee for Chief Executives of Local Authorities. Pay increase of 1% agreed from 1 April 2016.</p> <p>Directors - Cost of living pay increases are agreed by the Joint Negotiating Committee for Chief Officers of Local Authorities. Pay increase of 1% agreed from 1 April 2016.</p>	<p>Cost of living pay increases are agreed by the National Joint Council for Local Government Services. The last cost of living pay increase of 1% was awarded from 1 April 2016.</p>		
Salary Protection	<p>18 months' salary grade protection applicable in cases of redeployment due to redundancy or reorganisation.</p> <p>12 months allowance/enhancement protection applicable in cases of redeployment due to redundancy or reorganisation where certain conditions apply.</p>			
Performance Related Pay				
Incremental/Scale Progression	<p>Chief Executive - Competence based incremental progression, to the maximum of the grade, is subject to an annual externally facilitated appraisal by a panel of elected members comprising of the Chairman of the County Council and the political group leaders.</p> <p>Directors - Competence based incremental progression is subject to an annual performance review with the Chief Executive. The panel of elected members as outlined above determine incremental progression for competency related points on the recommendation of the Chief Executive following a performance review.</p>	<p>Heads of Service/Assistant Directors/Service Directors – Competence based incremental progression is subject to an annual performance review and subject to confirmation by the Director/Chief Executive.</p>	<p>Incremental Progression – Progression through service increments takes place on 1 April each year. Service increments are automatic but can be withheld as part of action under capability or disciplinary procedures.</p> <p>Thereafter the remaining increments are competency related and payable based on satisfactory performance and development which is measured against agreed targets linked to objectives and priorities.</p> <p>Increments are payable on 1 April each year. Employees appointed between 1 October and 31 March may receive their first increment 6 months after commencement.</p>	
Merit Increments	<p>Not applicable.</p>		<p>Where there is a need to recognise exceptional effort/performance in circumstances which do not meet the guidelines for acting up or honoraria payments, managers can authorise the award of one or two merit increments (within the appropriate grade). These are permanent additions to pay.</p>	
Payments on Ceasing to Hold Office				
Notice Period	<p>Where an appointment is subject to a probationary period it may be terminated by 1 week's notice on either side. Thereafter;</p> <p>Following any probationary period employees in this group are required to give 13 weeks notice.</p> <p>Following any probationary period DCC is required to give employees in this group 13 weeks notice.</p> <p>Following any probationary period the contractual notice requirements go beyond those required by the Employment Rights Act 1996 which provide for 1 week's notice for each year of continuous employment up to a maximum of 12 weeks.</p>	<p>Where an appointment is subject to a probationary period it may be terminated by 1 week's notice on either side. Thereafter;</p> <p>Following any probationary period employees in this group are required to give 13 weeks notice</p> <p>Following any probationary period DCC is required to give employees in this group 13 weeks notice</p> <p>Following any probationary period contractual notice requirements go beyond those required by the Employment Rights Act 1996 which provide for 1 week's notice for each year of continuous employment up to a maximum of 12 weeks.</p>	<p>Where an appointment is subject to a probationary period it may be terminated by 1 week's notice on either side. Thereafter employees in this group are required to give 4 weeks notice.</p> <p>Following any probationary period DCC is required to give employees in this group 4 four weeks notice extended (as appropriate) by the Employment Rights Act 1996 to provide for 1 week's notice for each year of continuous employment up to a maximum of 12 weeks.</p> <p>Following any probationary period contractual notice requirements in the first three years go beyond those required by the Employment Rights Act 1996.</p>	
Redundancy Provisions	<p>As part of a review to modernise a range of employment policies and practices the Staffing Committee will be considering a proposal to reduce the current redundancy multiplier for any redundancy dismissals that take effect after 31 March 2017, from 1.75 times the statutory redundancy pay formula based on actual weekly wage.</p>			

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Appendix B1 - Schedule of Partnerships Chief Officers Remuneration

Position Title	Partnership	Overview Table Category (Appendix A2/B2)	National Terms and Conditions of Service	FTE Annual Salary as at 01.01.17	FTE Salary Range £ per annum	Grade	FTE Allowances £ per annum
The Better Together Programme is a partnership between Dorset County Council, Bournemouth Borough Council, Borough of Poole and the NHS. Dorset County Council's contribution to the remuneration package is 24%.							
Temporary Programme Director - Integrated Health and Social Care	Sustainable Transformation Programme	N/A	N/A	Consultant rate *£700 daily rate (includes all fees) for which DCC contributes 14%	N/A	N/A	N/A
The Dorset Waste Partnership is a partnership between Dorset County Council and the District Councils (Christchurch, East Dorset, North Dorset, Purbeck, West Dorset and Weymouth and Portland). Dorset County Council's contribution to the remuneration package is 64%.							
Director of Dorset Waste Partnership	Dorset Waste Partnership	Chief Officer Heads of Service/Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£86,500	£86,500-91,000	CO Salary Band 3	£0
Head of Service - Operations	Dorset Waste Partnership	Chief Officer: Other (Green Book Terms and Conditions) Appendix A2 Overview table	NJC for Local Government Services (Green Book Terms & Conditions)	£53,078	£52,149-58,889	Dorset Grade 16	£0
Head of Service - Strategy	Dorset Waste Partnership	Chief Officer: Other (Green Book Terms and Conditions) Appendix A2 Overview table	NJC for Local Government Services (Green Book Terms & Conditions)	£53,078	£52,149-58,889	Dorset Grade 16	£0
Finance & Commercial Manager	Dorset Waste Partnership	Chief Officer: Other (Green Book Terms and Conditions) Appendix A2 Overview table	NJC for Local Government Services (Green Book Terms & Conditions)	£53,078	£52,149-58,889	Dorset Grade 16	£0
The Public Health Service is a partnership between Dorset County Council, Bournemouth Borough Council and the Borough of Poole. Dorset County Council's contribution to the remuneration package is 55%. Public Health transferred to Local Authorities on 1 April 2013 from the Primary Care Trust (National Health Service) with protected terms and conditions of employment.							
Director of Public Health Dorset, Bournemouth and Poole (Part Time)	Public Health	Chief Officer Chief Executive & Directors (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£125,031 (pro rata £91,235.16)	£110,524-125,031	Director	No allowances *
Assistant Director of Public Health Dorset	Public Health	Statutory Transfer Order Appendix B2 Overview table	Protected terms and conditions under Statutory Transfer Order	£90,263	£75,249 - £101,451	Consultant Pay Scale	Allowance** £5,914
Public Health Consultant (Part Time)	Public Health	Statutory Transfer Order Appendix B2 Overview table	Protected terms and conditions under Statutory Transfer Order	£90,263 (pro rata £81,237)	£75,249 - £101,451	Consultant Pay Scale	Allowance** £2,957

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Public Health Consultant	Public Health	Statutory Transfer Order Appendix B2 Overview table	Protected terms and conditions under Statutory Transfer Order	£84,667	£75,249 - £101,451	Consultant Pay Scale	£0
Public Health Consultant	Public Health	Appendix B2 Overview table	NHS terms and conditions as at 01.04.13	£70,631 (pro rata £50,112)	£65,922 - £81,618	Agenda for Change Band 8 D	£0
Assistant Director of Public Health Dorset	Public Health	Statutory Transfer Order Appendix B2 Overview table	Protected terms and conditions under Statutory Transfer Order	£81,618 (pro rata £69,636)	£65,922 - £81,618	Agenda for Change Band 8 D	£0
Deputy Director - Public Health Bournemouth	Public Health	Statutory Transfer Order Appendix B2 Overview table	Protected terms and conditions under Statutory Transfer Order	£93,944	£77,850 - £98,453	Agenda for Change Band 9	£0
Assistant Director of Public Health Poole	Public Health	Statutory Transfer Order Appendix B2 Overview table	Protected terms and conditions under Statutory Transfer Order	£81,618	£65,922 - £81,618	Agenda for Change Band 8 D	£0

* Director of Public Health moved across to Chief Officer terms and conditions with effect from 1 April 2015.

** The Allowance is a Clinical Excellence Award in line with National Health protected terms and conditions of employment for which Appendix B2 provides details.

Appendix B2 - Overview Table of Policies Relating to Remuneration for Partnership arrangements for Public Health chief officers.

	<p><u>Public Health</u></p> <p>Statutory Transfer Order protections apply</p> <p>Medical Staff (British Medical Association Consultants Terms & Conditions)</p>	<p><u>Public Health</u></p> <p>Statutory Transfer Order protections apply</p> <p>Non Medical Staff (Agenda for Change Terms & Conditions)</p>
Elements of Remuneration		
Basic Salary Range	See Appendix B1	See Appendix B1
Plussage to Basic Grade	Eligible Medical Consultants can apply for a Clinical Excellence Award which recognises and rewards those consultants who contribute most towards the delivery of safe and high quality care to patients and the continuous improvement to NHS Services. Where relevant, this is included in the figures for remuneration at Appendix B1.	Not Applicable
Weekend and Night Enhancement	Where a consultant is required to participate in an on-call rota, the Job Plan will set out the frequency of the rota	<p>All time on Saturday (weekend - midnight to midnight) (night - any weekday after 8pm and before 6am)</p> <p>Pay Band 1 time plus 50%</p> <p>Pay Band 2 time plus 44%</p> <p>Pay Band 3 time plus 37%</p> <p>Pay Band 4 - 9 time plus 30%</p> <p>All time on Sunday (midnight to midnight)</p> <p>Pay Band 1 double time</p> <p>Pay Band 2 time plus 88%</p> <p>Pay Band 3 time plus 74%</p> <p>Pay Band 4 - 9 time plus 60%</p>
Standby Allowance	<p>On Call enhancement is payable where an employee is required to be on call in order to be available for call out in an emergency outside of normal working hours.</p> <p>The On Call enhancement is an additional percentage plussage based on basic hourly rate which is dependant upon the frequency of on-call periods undertaken:</p> <p>High Frequency - 8%</p> <p>Medium Frequency - 5%</p> <p>Low Frequency - 3%</p>	<p>On Call enhancement is payable where an employee is required to be on call in order to be available for call out in an emergency outside of normal working hours.</p> <p>The On Call enhancement is an additional percentage plussage based on basic hourly rate which is dependant upon the frequency of on-call periods undertaken:</p> <p>1 in 3 or more = 9.5%</p> <p>between 1 in 3 and 1 in 6 = 4.5%</p> <p>between 1 in 6 and 1 in 9 = 3%</p> <p>between 1 in 9 and 1 in 12 = 2%</p> <p>less frequent than 1 in 2 = by local agreement</p>
Standby Callout	<p>Standard - Employees called out to work during a period of on call will be paid at basic rate plus one half plus receive time off in lieu for hours worked.</p> <p>Bank Holiday - Employees called out to work during a period of on call will be paid double time plus receive time off in lieu for hours worked.</p>	
Overtime	Non emergency work after 7pm and before 7am during weekdays or at weekends will only be scheduled by mutual agreement between the consultant and his or her clinical manager. Consultants will have the right to refuse non-emergency work at such times	<p>Salary Bands 1 - 7 are eligible for overtime payments.</p> <p>Where payment for overtime is authorised by a manager for work above 37.5 hours per week, payment will be at time plus one half based on the employee's basic hourly rate. Double time will be paid for overtime worked on Bank Holidays.</p> <p>Part time employees will receive payment for the additional hours at plain time rate until their hours exceed standard hours of 37.5 hours per week.</p> <p>Staff may request time off in lieu as an alternative to overtime payments. However where hours are unable to be taken within 3 months, the overtime rate will be applied. Time off in lieu of overtime payments will be at plain time.</p> <p>Senior staff paid in bands 8 or 9 will not be entitled to overtime payments.</p>

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Public Holiday Enhancements	Consultants who in the course of their duties are required to be present in hospital or other place of work between the hours of midnight and 9am on statutory or public holidays should receive a day off in lieu.	Equivalent time off in lieu at plain time rates, in addition to the appropriate payment: All time on Public Holidays (midnight to midnight) Pay Band 1 double time Pay Band 2 88% Pay Band 3 74% Pay Band 4 - 9 60%
Remuneration on Recruitment		
Starting Salaries	Upon recruitment, appointment is made to the minimum spinal column point. Discretion to appoint to a higher incremental point is subject to the individual's knowledge, skills, experience and qualifications relating to the requirements of the role together with aggregated service with the NHS.	
Increases and Additions to Remuneration		
Cost of Living Pay Increases	The last cost of living pay increase agreed by the National Health Service Staff Council was awarded in 2015 and there will be no further increases.	
Salary Protection	<p>NHS - Bournemouth & Poole Protection applies to staff who commenced employment on or after 1 October 1995 subject to having served a 12 month qualifying period; Short Term Protection - payable up to a maximum of 6 months Long Term Protection - payable up to a maximum of 7 years</p> <p>NHS Dorset Protection applies to staff dependant upon length of service; Short Term Protection - payable up to a maximum of 12 months Long Term Protection - payable up to a maximum of 4 years on a reducing percentage basis</p>	
Performance Related Pay		
Incremental/Scale Progression	<p>Medical Consultants Thresholds are set annually by the NHS Staff Council. The first 4 thresholds are awarded at one yearly intervals with the following 3 thresholds awarded at five yearly intervals based on successfully meeting set criteria.</p>	Incremental Progression - Following an initial foundation (probation period) of up to 12 months, progression to the next point is subject to meeting criteria set under the Knowledge and Skills Framework for the post. Progression to subsequent points is every 12 months thereafter, until a second gateway point is reached and a further assessment against set criteria is undertaken as part of the development review.
Payments on Ceasing to Hold Office		
Notice Period	3 months notice (although a longer / shorter period can be mutually agreed)	Band 1 - 5 one months notice Band 6 + 3 months notice
Redundancy Provisions	Redundancy Payment entitlement after completion of 2 years continuous services is one month's pay for each complete year of service up to a maximum of 24 years reckonable service.	