

Pay Policy Statement

This Pay Policy Statement is produced on an annual basis in accordance with Section 38 (1) of the Localism Act 2011. It is made available on the Council's website. The Council's website also includes separately published data on salary information relating to Chief Officers.

The statement does not cover staff employed to work in schools.

Date: February 2022

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Context and Scope

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Reward Principles

South Gloucestershire Council values all its employees and aims to apply a consistent and fair approach to pay and benefits in line with the following broad reward principles:

- Recognition of both financial and non-financial rewards in its approach to determining its employment package for employees.
- Consistency and fairness in the processes used to manage pay and benefits
- Commitment to remain broadly within the framework of the relevant national pay bargaining agreements but tailor the approach so that it works for the Council and its workforce.
- Commitment to equal pay through the use of a robust job evaluation system and regular equal pay audits.
- Ensuring our pay and benefits policies and processes are fair and transparent to all employees.
- A structure that acknowledges prevailing labour market conditions and pay rates and the need to be competitive
- Introduce more flexibility to reflect the contributions and/or skills of individuals and to better enable the Council to attract and retain talent.
- The pay structure and employment package must be affordable to the organisation and aligned with organisational objectives.

Following approval at the Council's Appointments & Employment Sub-Committee the council implemented the changes to its NJC pay and grading structure recommended by the Pay Review Project work. This took effect from 1 April 2020.

- 1.1 Guidance has been issued by DCLG in respect of the prior approval of full Council to the payment of salary packages that will exceed £100,000. Under the Council's constitution (PartA4) the Appointments and Employment Sub Committee is

responsible for adopting arrangements for the appointment of chief officers and 2nd tier JNC officers, having sought approval from Council to the payment of a salary package that exceeds £100,000 (or such amount as directed by the Secretary of State).

- 1.2 The job size of the post of Chief Executive and other senior management posts in the Council is determined by job evaluation using the Korn Ferry Hay Group Job Evaluation process (the same methodology is used for all Hay graded Council jobs). Jobs are allocated to a pay band (grade) dependent on the Hay points established for each role. There are five senior manager pay scales to cover a range of Hay points. Each pay scale is made up of pay points. There is a separate pay band for the Chief Executive and the post is appointed on a spot salary within the band. An independent review of senior management pay bands carried out in 2007 established a pay range for each band. A subsequent review of senior manager pay in 2014 which reported to the Appointments and Employment Sub-Committee confirmed the current arrangements remain effective.
- 1.3 Any increase in pay will be in line with those negotiated nationally by Joint Negotiating Committees (JNC's) for Chief Executives and Chief Officers respectively as adopted locally. The pay policy, whilst agreed in advance of the financial year to which it relates, can be amended during the course of the year to incorporate a pay award negotiated nationally.
- 1.4 Where a pay band consists of a number of different salary points, progression is currently on an annual basis from 1 April each year subject to six months' service in that pay band and the maximum not being exceeded.
- 1.5 Senior staff are not differentiated from other members of staff in terms of remuneration on resignation or termination. The Council's arrangements for severance apply to this staff group.

Other conditions of service are those determined nationally by the JNC's specifically for these appointments or, as locally determined for all other Council staff except teaching staff.

- 1.6 The Council complies with the Code of Recommended Practice for Local Authorities on Data Transparency. Data is published on the Council's website on senior salaries above £50,000¹. This data also shows the Senior Management posts with associated grade and pay band.

¹ <https://www.southglos.gov.uk/council-and-democracy/performance/value-for-money/senior-officers-pay/>

2. Employee Pay and the definition of Lowest and Highest Paid Employees

- 2.1 The majority of the workforce is employed on National Conditions as determined by the National Joint Council for Local Government Services (commonly known as the 'Green Book'). Posts are allocated to a pay grade through the process of job validation. The values of the spinal column points in these pay grades are updated by the pay awards notified from time to time by the NJC for Local Government Services unless a locally determined spinal column point is higher.
- 2.2 There are a small number of employees who are subject to conditions of service determined by the JNC for Youth & Community Workers. There are some specialist posts covered by the Soulbury Committee, NHS pay spine as well as a few historical grades.
- 2.3 The 'lowest' paid is defined as a full-time employee on the lowest Hay pay grade which is paid at £17,842 per annum. These are the lowest paid employees other than apprentices in training who are currently paid the age related minimum wage during their apprenticeship or where a career-grade approach is taken for higher level apprenticeships the appropriate Hay grade.
- 2.4 The post of Chief Executive is the largest job size and is defined as the 'highest' paid post within South Gloucestershire Council.
- 2.5 The Chief Executive's salary is £169,852 per annum, which is 9.52 (unchanged from previous year as 2021 national pay negotiations have not concluded at the time of publishing this statement) times the full-time salary of the Council's lowest paid employees whose salary is £17,842 per annum (unchanged as national pay negotiations have not concluded). This is calculated as follows: Chief Executive's salary (£169,852 / full time salary of lowest paid employees (£17,842)). The Council's pay multiple (the ratio between the highest paid employee and the median basic salary across the Council) is 6.54:1 (down slightly from the previous year 6.67:1). The median basic salary is £25,991. The mean basic salary is £29,799.² The median/mean salaries have increased slightly compared to the previous year.

²Calculation – the mean is calculated by adding together all of the FTE salaries and dividing by the number of lines of data (headcount) to give the average salary value. The median is calculated by sorting into order the FTE salaries to find the middle salary value on the list. Data as at 31/12/2021. For reference, the Chief Executive's salary was 9.52 times more than the full-time salary of the Council's lowest paid employees in the 2021 pay policy statement. The pay ratio was 6.67:1 in the 2021 statement. The median basic salary reported in 2021/22 was £25,481. The mean basic salary in 2021/22 was £29,190.

3. Pay Principles

3.1 Pay Determination

- Base pay is determined by the role and its accountability using the Hay job evaluation methodology described above.
- Any allowances or enhancements to basic pay are made following the Council's published policies covering allowances, enhancements and premium pay such as honoraria.
- As a general principle the Council avoids the use of market supplements and payments, but where these have been established as necessary to ensure staff with the right level of skills for the effective delivery of services are attracted and retained, this will be done in consultation with the Head of HR to make sure a consistent approach is taken across the Council.
- Incremental progression (i.e. movement through the spinal column points within a grade) normally takes place on 1st April each year subject to minimum service requirements and the top of the grade not being exceeded.
- Where an increase in pay has been negotiated through the national negotiation framework, it will be implemented normally with effect from 1st April of the appropriate year. If negotiations are not concluded by 1st April the increase will be paid at the earliest opportunity together with back pay from 1st April.
- The Council currently does not apply performance-related pay progression or bonuses to any employee group.

3.2 Pay on Appointment

All appointments are normally made to the bottom of the pay grade at which the post has been evaluated. Managers have discretion to appoint at a higher scale point within the grade when necessary to secure the best candidate for the role.

3.3 Termination of Employment

On ceasing to be employed by the Council, any individual (including Chief Executive and Chief Officers) will only receive compensation:

- (a) in circumstances that are relevant (for example, redundancy); and
- (b) that is in accordance with our published policy on how we exercise the various employer discretions provided by the Local Government Pension Scheme (LGPS); and/or
- (c) that complies with the specific term(s) of a settlement agreement.
- (d) that complies with the Restriction of Public Sector Exit Payments Regulations 2020

Redundancy payments were reviewed and capped in 2010. Payments are currently capped at twice the number of weeks required by Employment Rights Act and use actual weekly pay up to twice the statutory maximum at the time of calculation.

Any decision to re-employ an individual, who was previously employed by the Council and, on ceasing to be employed, was in receipt of a severance or redundancy payment, will be made on merit. Individuals returning to the Council following a redundancy dismissal would

be subject to the provisions of the Redundancy Payments (Continuity of Employment in Local Government, etc.) (Modification) Order 1999.

3.4. Ensuring consistency and equal pay

The Council seeks to ensure consistency through the following processes:

- The council introduced role profiles to ensure work is described in a consistent way across the organisation.
- All departments are provided with the same quality of internal support in the job evaluation process which is co-ordinated by an Hay trained Job Analyst
- Validation panels for role profiles comprise management and Trade Union representatives.
- The council is committed to the principle of equal pay for work of equal value. It published an Equal Pay Audit report in Jan 2020) and this will be updated in February 2022: <https://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/>

The council published its fourth Gender Pay Gap report in August 2021 (for 2020 data, the national deadline was extended by the Equalities and Human Rights Commission due to the continuing impact of the Coronavirus pandemic). A new report will be published in March 2022: <https://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/>