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# Pay Policy Statement

2016-17

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Council of the  
ISLES OF SCILLY

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1st April 2016

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Approved

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#### DOCUMENT DETAILS

<b>Version</b>	2016/17 Update	<b>Approving Committee</b>	Full Council
<b>Date</b>	01 April 2016	<b>Ratified by Council</b>	
<b>Responsible Officer</b>	Rhona Holland	<b>Review Date</b>	February 2017

#### VERSION HISTORY

Date	Version	Author/Editor	Comments
26/04/16	Draft v1	Rhona Holland	
27/04/16	Draft v2	RH, BB, TL	
17/05/16	Final version 1	RH	updated paycales
15/12/16	Final	RH	Clarification of Overtime

#### EQUALITIES IMPACT ASSESSMENT RECORD

Date	Version	Author/Editor	Comments

#### DOCUMENT RETENTION

Document retention period	
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## INTRODUCTION

This pay policy statement describes the Council's policies that relate to the pay of its workforce, particularly its Senior Officers and its lowest paid employees.

The pay policy statement describes the pay arrangements that apply to Council's Senior Officers and its lowest paid employees. Senior Officers are the Council's Chief Executive and Senior Managers. The Council's paid employees are those whose terms and conditions of employment are established by the National Joint Council for Local Government Services and amended through local collective agreements from time to time. The Council's lowest paid employees receive a salary equivalent to Grade 1 on the Council's pay structure.

## PURPOSE AND AIM OF THE POLICY STATEMENT

This document fulfils the requirement of the Localism Act 2011 that local authorities prepare and publish a pay policy statement for each financial year, commencing with 2012/13.

The pay policy statement is intended to provide sufficient information about pay policy to enable local taxpayers to reach an informed view about local decisions on all aspects of remuneration for relevant employees (excluding staff working in the Five Islands School) by identifying:

- The local authority's policy on the level and elements of remuneration for each Senior Officer
- The local authority's policy on the remuneration of its lowest paid employees (together with a definition of 'lowest paid employee' and the reasons for defining this)
- The local authority's policy on the relationship between the remuneration of its Senior Officers and other employees
- The local authority's policy on other aspects of Senior Officers' remuneration including: remuneration on recruitment; increases and additions to remuneration; use of performance related pay and bonuses; termination payments; and transparency.

In its memo of the 12<sup>th</sup> January 2012, the JNC for Chief Executives of Local Authorities guidance notes stipulate that the pay policy is about policy and not the actual pay of individuals.

It also sets the context for the numerical information that is already published by the Council under the Code of Recommended Practice for Local Authorities on Data Transparency and by the Accounts and Audit (England) Regulations 2011.

## POLICY STATEMENT

The Council is committed to transparent, fair and equitable pay and reward arrangements that provide value for money and enable the recruitment and retention of employees with the skills and motivation to deliver high quality services for the Isles of Scilly community.

This statement will be published on the Council's website following each review and approval by Full Council.

## PAY STRUCTURE

The Council's pay structure for the relevant employees currently consists of 8 grades. Grades are allocated to roles through a process of job evaluation which establishes the relative value of different roles (Annex 1).

Employees are appointed to the minimum point of the grade unless there is a substantial reason for making an exception, for example to secure the appointment of a candidate of the right calibre.

Employees generally progress through the grade (spinal points) for their job through annual incremental progression. Subject to review, employees may be awarded accelerated increments at the discretion of the Chief Executive on the grounds of special merit or exceptional contribution.

The salaries applicable to the Council's Chief Executive and Senior Managers are not subject to incremental progression.

The value of salaries within the Council's pay structure is influenced by the outcome of national pay bargaining and by periodic reviews which take into account relevant market information.

The Council's pay structure creates the foundation for the relationship between the pay of all the roles within the scope of the pay statement.

## PAY MULTIPLE

The highest paid employee is the Chief Executive, whose salary is £100,000 per annum.

'The lowest paid employees' refers to those staff employed 'under a contract of employment with the Council who are employed on full time equivalent (37 hours) salaries in accordance with the minimum spinal column point currently in use within the Council's grading structure'.

This definition has been adopted because Grade 1 is the lowest grade on the Council's pay framework. As at the 31 March 2016, the lowest grading level within the Isles of Scilly pay spine is Grade 1 which encompasses points 6 (£13,614) rising to point 9 (£14,075) inclusive.

The pay multiple is defined as the ratio between the highest paid taxable earnings for the given year (including base salary, variable pay, bonuses, allowances and the cash value of any benefits-in-kind) and the median earnings figure of the whole workforce.

As at 31 March 2015 the pay multiple in the Council of the Isles of Scilly was 5.07.

## JOB EVALUATION

Job evaluation is used to determine the relative value of jobs within the Council. Different elements within each job will accrue a number of job evaluation points. The total number of points accrued will determine the relevant grade and salary range for each job.

The Council uses the Greater London Provincial Council (GLPC) Evaluation Scheme.

## CHIEF OFFICER REMUNERATION

The Act defines Chief Officers as the following:

- The Head of the Paid Service
- A statutory Chief Officer
- A non-statutory Chief Officer and any other post holder reporting directly to or directly accountable to the Chief Executive
- A deputy Chief Officer

The terms and conditions of employment applicable to officers on senior manager / director grades and above are as determined by the JNC for Chief Officers of Local Authorities (or JNC for Chief Executives of Local Authorities) as amended/supplemented or superseded by decisions on conditions of service made by the Council from time to time.

Salary levels are increased in accordance with nationally agreed annual pay settlements negotiated through the JNC for Chief Officers of Local Authorities (JNC for Chief Executives of Local Authorities in respect of the Chief Executive's pay).

## OTHER REMUNERATION ELEMENTS

Targets are set and performance against those targets is assessed. When considering incremental progression, performance will be taken into account when determining whether this is appropriate.

Senior Managers do not receive any incremental or step progression as they are on spot salaries within a band. However Senior Managers are subject to the same performance management process as the lowest paid employees within the Council.

The Council operates a policy of reimbursing relevant membership fees incurred by Senior Managers in relation to membership of professional bodies. This is also applicable to other employees of the Council.

Official business mileage undertaken by all employees is reimbursed at the rate of 40 pence per mile as opposed to the maximum prevailing advisory rate of 45 pence set by HMRC. This rate is calculated on the basis that it does not include any taxable profit and no National Insurance Contribution liability as the rate is intended to reflect actual costs.

Other allowances and expenses which Senior Managers may claim are as set out within this policy statement. The allowances and expenses which may be claimed are also applicable to other employees of the Council.

Senior Managers are not permitted to claim any payable enhancements (for example, planned overtime payments or enhancements for weekend working).

## PERFORMANCE RELATED PAY/ BONUS SCHEME

The Council does not operate a performance related pay scheme in relation to its Senior Managers, nor does it pay bonuses or any other cash incentive.

#### BENEFITS IN KIND

No benefit in kind payments are made to officers of the Council.

#### RECRUITMENT OF CHIEF OFFICERS

Employees new to the council who are appointed to Senior Manager posts will be paid a spot salary within the band for the post.

#### TERMINATION PAYMENTS

On ceasing to be employed by the Council of the Isles of Scilly, individuals will only receive compensation:

- in circumstances that are relevant (e.g. redundancy)
- that is in accordance with the published policy statement on how we exercise the various employer discretions provided by the Local Government Pension Scheme (LGPS), and / or
- that complies with the specific terms of a compromise agreement

We are already required to publish information in relation to Chief Officer remuneration within the process of annual final accounts. This can be found on the Council's website: [www.scilly.gov.uk](http://www.scilly.gov.uk).

#### RE-EMPLOYMENT OF FORMER CHIEF OFFICERS

It is important the Council has flexibility to respond to unforeseen circumstances as regards re-employing former employees as a Senior Manager.

If the Council re-employs a previous employee who received a redundancy or severance package on leaving, or if that person returns on a 'contract for services', or if they are in receipt of a Local Government Pension Scheme (with same or another local authority), then the decision to re-employ will be made on merit, taking into account the use of public money and the exigencies of the council.

#### MARKET SUPPLEMENTS

Full Council approved a Market Supplements Policy in March 2013. Payments are subject to review every 1 – 2 years.

#### PREMIUM PAYMENTS

The standard working week for employees within the scope of this policy statement is 37 hours worked from Monday to Friday. For some employees who are required to work outside the normal working week a premium payment will be due. The premium payments which may be payable are set out below. All premium payments are applicable only at Grade 4 or below (up to Spinal Point 28).

#### OVERTIME

Overtime is time worked beyond the standard working week (37 hours).

All paid overtime is subject to authorisation in advance by the budget manager. Where overtime is authorised it is paid for hours worked at the following rates:

Monday – Saturday x1.5

Sunday x2

Bank Holidays x1

In addition, at a later date, time off with pay shall be allowed as follows:

- time worked less than half the normal working hours on that day: half day
- time worked more than half the normal working hours on that day: full day

Employees on Grade 5 and above are expected to organise their working hours to meet the needs of the service without recourse to either overtime or toil. In exceptional circumstances TOIL may be granted to employees. In accordance with the Leave Policy, TOIL cannot be carried over to the subsequent month.

#### ADDITIONAL HOURS

Additional Hours payments at plain time are for time worked over contracted hours by employees who are employed on a part-time basis and are subject to authorisation in advance by the budget manager.

Additional hours' payments are applicable to part-time employees on Grades 1 – 8.

#### SATURDAY & SUNDAY WORKING AS PART OF THE NORMAL WORKING WEEK

Saturday working as part of the normal working week attracts a x0.5 enhancement.

Sunday working as part of the normal working week attracts a x1 enhancement.

We are in a consultation process concerning enhancements and 5 out of 7 working (below) at the time of presentation of this policy statement the consultation had not been formally concluded. In addition the plans agreed at Full Council on the 8<sup>th</sup> March 2016 to meet the required savings arising in the 2016/17 budget may necessitate further review and consultation.

#### NIGHT WORK

Hours worked between the hours of 2000-0600 attract a x0.33 enhancement.

#### 5 OUT OF 7 WORKING

The Council may need to work on a 5 out of 7 basis so that business requirements can be fulfilled. Therefore, employees who are contracted to work on Saturdays and Sundays as part of their contracted hours, where there is a local agreement in place to this effect, will not be paid weekend enhancements.

We are in a consultation process concerning enhancements (see above) and 5 out of 7 working at the time of presentation of this policy statement the consultation had not been formally



concluded. In addition the plans agreed at Full Council on the 8<sup>th</sup> March 2016 to meet the required savings arising in the 2016/17 budget may necessitate further review and consultation.

#### STANDBY DUTY

Employees who undertake standby duty are required to be available to receive and deal with work related issues for a pre-determined period outside normal working hours.

<b>Period on standby (outside of normal working hours)</b>	<b>Payment rate for standby</b> (As from 1 April 2016)
Daily	£6.90
Saturday	£21.00
Sunday	£24.50
Monday to Friday (5 days)	£34.50
All week (7 days)	£80.00

As from 1 April 2016, Social Workers are paid the following standby duty rates:

Daily	£27.62
Weekly (7 days)	£193.34

#### CALL OUT

Call out is the requirement for an employee who is on standby to carry out duties relevant to the standby role during a period of standby duty. It may require the employee to attend their place of work, another location and may include work undertaken from their home.

If an employee is “called out” for less than 15 minutes they will not be paid for call out at the applicable overtime rates. However, if an employee is called out on separate occasions within the same standby shift these can be aggregated to trigger a call out payment, for example if an employee is called out for 10 minutes then returns to standby and is called out for a further 10 minutes they will be entitled to a call out payment in accordance with the following provision.

Call out of between 15 and 30 minutes attracts a payment of half an hour. Call out of between 31 minutes and 60 minutes attracts a payment of one hour. Where the duration of call out is more than 1 hour, payment is rounded up to the nearest half hour.

Any payments for call out are paid at the applicable overtime rate and are made in addition to payments for being on standby duty.

In accordance with Working Time Regulations, managers will adjust normal working arrangements to ensure required rest time is provided as necessary for employees who have been called out.

## ALLOWANCES

### ACTING UP ALLOWANCES AND HONORARIA

In exceptional circumstances, employees who act up in the absence of more senior employees are entitled to be paid the salary of the higher graded post (or a proportionate allowance where they are not undertaking the full duties and responsibilities).

The employee must be asked / approached in writing by the relevant Senior Manager of the department to take on the additional temporary responsibilities. Employees are not able to simply “step up” and make claim for payment at a later date.

The higher salary, which will normally be at the bottom spinal point of the higher grade, should be paid with effect from the first day on which the employee took on the duties and responsibilities of the higher graded post.

Where the preceding circumstances do not apply, an honorarium may be granted (of an amount dependant on the circumstances) at the Council’s discretion, to an employee who has been asked by the appropriate Senior Manager to undertake duties outside the scope of his or her post over an extended period, or where the additional duties and responsibilities are exceptionally onerous.

### PAY PROTECTION

Where employment on less favourable terms is offered to an employee as an alternative to redundancy, an employee’s basic pay is protected for one year, with a higher percentage of protection for those staff on lower grades as follows:

Grade	Percentage	Protection example per annum
Grades 2-3	*80%	£4,000
Grades 4-5	*60%	£3,000
Grades 6-8	**40%	£4,000
CO grades	***20%	£7,500

Calculation would be based on post holders current substantive grade and SCP – against top of the new grade up to a maximum of the % of protection. For comparison purposes we have used a pay difference of \* £5k for Grades 2-3 \* £5k for grades 4-5 and \*\*£10k for grades 6-8 and \*\*\*£20k for Chief Officers.

If, by accepting alternative employment, the reduction in an employee’s basic pay exceeds the qualifying percentage; pay protection is subject to the Senior Officer: Shared Services and the relevant Senior Manager being satisfied that there is some tangible benefit to be gained by the Council, for example in circumstances where pay protection would be less costly than an employee’s redundancy.

During the pay protection period an employee's basic pay is protected on a "mark time" basis. "Mark time" means that during the period of protection, although pay awards are applied to an employee's basic pay, their total basic pay (including pay protection) is frozen. When any pay award applied means that their basic pay exceeds their current pay including protection, then the pay award will be applied and protection will end as it is, at that point, no longer required.

#### PROFESSIONAL FEES

The Council pays the professional fees of employees where the Chief Executive or Senior Manager determines that membership of a professional body is essential for the continuous professional development of an employee.

#### RELOCATION ALLOWANCES

Due to its geographic location, in certain circumstances for hard to fill posts, the Council offers relocation allowances to new employees taking up employment with the Council. The scheme provides financial assistance (up to £6,000) with relocation costs for moves within the UK and from overseas.

#### MAINLAND BASED OFFICERS

All employees are required to work at or from any of the Council's premises on the islands. However, from time to time because of limitations on available housing, geographic and organisational requirements, employees may be mainland based which results in them incurring additional expenditure when attending the work place.

Authorised travel and subsistence costs are reimbursed in accordance with the Expenses Reimbursement policy set out below.

#### BUSINESS TRAVEL AND EXPENSES

Where employees are required to travel in the course of their duties they are expected to determine the most appropriate form of transport taking into account the total cost, travel time and carbon emissions. The cheapest form of transport will normally be chosen unless the travel time is unreasonable. If there are two forms of transport with comparable costs the transport with the lowest carbon emissions must be selected unless the travel time is unreasonable. If public transport is used the cheapest travelling fare should be chosen. It is the Council's policy not to pay for first class travel.

#### TRAVEL TO AND FROM THE ISLANDS

When travelling to and from the islands, tickets for flights must be booked in advance through BizDeals through one of the trained administrators and full Council Purchase Orders completed.

#### TRAVEL WITHIN THE ISLANDS

Wherever possible a scheduled boat should be used. Where this is not possible, special inter island boats, approved in advance by your line manager, should be booked in advance and Council Orders completed. The costs of inter-island boats and private hire vehicles can be reclaimed on an expenses claim form or petty cash may be used.

#### HIRE CAR / TRAIN TRAVEL ON THE MAINLAND

All staff should consider value for money when arranging for train or car hire, taking into account personal safety, time and any additional accommodation which may be needed. Travel should be at the standard class on trains unless prior approval is obtained from the Chief Executive. Advance fares should be booked wherever possible. The cost of hiring a car should be appropriate for the length of journey and number of people to be carried. Petrol costs will be reimbursed upon production of a receipt. Train and car hire must be booked in advance and Council Orders completed.

#### USE OF OWN CAR/MOTORBIKE ON THE MAINLAND

Staff wishing to use their own car for travel on the mainland must have prior written authorisation from their Senior Manager to use a private car or motorbike on official business and to receive the associated allowance after sight of appropriate insurance and driving licence. This must be forwarded to the HR Department. The authorisation will last for as long as the insurance cover is valid.

Employees should record all trips made on the Staff Mileage Form. The mileage incurred will be reimbursed at 45p per mile for journeys on the mainland. This mileage amount includes petrol costs. Claims for reimbursement should be made on a monthly basis.

#### USE OF OWN CAR/MOTORBIKE ON ST MARYS

Island based staff who need to travel around St Mary's using a car or motorbike as part of their normal duties are entitled to a car/motorbike allowance. Car/motorbike allowances must be approved in advance by their Senior Manager on the authorisation for employee to use a private car or motorbike on official business and to receive the associated allowance form after sight of appropriate insurance and driving licence. This must be forwarded to HR. The authorisation will last for as long as the insurance cover is valid. Employees should record all trips made on the claim for Mileage Allowances form. The mileage incurred will be reimbursed at 45p per mile. This mileage amount includes petrol costs. Claims for reimbursement should be made on a monthly basis.

#### SUBSISTENCE ALLOWANCES

Employees necessarily incurring additional expense in the course of their work in respect of meals travel, or overnight accommodation are eligible to claim subsistence allowance as per the table below.

Employees can only claim actual expenditure (excluding alcoholic drinks) up to the maximums below. A valid receipt for the actual expenditure incurred must accompany and support each claim otherwise no reimbursement will be made.

<b>Subsistence Expenses</b>	Amount (excl VAT)	London Amount (excl VAT)
<b>Total daily allowance</b> (if overnight stay)	£26.00	£26.00
<b>Total day trips allowance</b>	£13.00	£13.00
<i>NB These amounts include all subsistence.</i>		

<b>Absence overnight (per night)</b>	Amount (excl VAT)	London Amount (excl VAT)
Absence overnight with friends and family (per night) & TAXABLE	£25.00	£25.00
Overnight provision B&B / Hotel (Maximum)	£95.00	£150.00
<i>N.B London rate also applies to attendance at the Annual Conference of the LGA or other associations as approved by the Secretaries of State</i>		

Bed and breakfast accommodation must be booked in advance and Council Orders completed.

<b>Other Expenses</b>	Amount (including VAT)	London Amount (including VAT)
Out of pocket expenses (per day and overnight)	£5.00	£5.00
Out of pocket expenses (per week)	£20.00	£20.00
<i>NB Where possible identification &amp; proof of expenditure should be retained.</i>		

<b>Travel – Casual</b>		
Vehicle first 10,000	0.45	0.45
Vehicle 10,001 +	0.25	0.25

Other reasonable expenses may be claimed if accompanied with receipt e.g. taxi fares, car parking etc. The Section 151 Officer will define what may be considered reasonable and may reject some claims if advice is not sought in advance. Claims for alcoholic beverages will not be reimbursed.

VATable receipts must be obtained for all expenditure (a credit card print out is not a receipt).

In exceptional circumstances, and where authorisation is given to an individual employee by their Senior Manager, additional expenditure supported by a receipt may be payable.

## PENSIONS

The Council's policy is not to grant augmented benefits under the Local Government Pension Scheme except where it is essential to do so in order to facilitate a tangible and specific organisational benefit.

The Council's policy is not to contribute to any Shared Cost Additional Voluntary Contribution scheme.

## SALARY AND PENSION PAYMENTS

The Council does not exclude a person in receipt of a pension from another public sector organisation from applying for and being appointed to a job with the Council. The Council's primary concern is to appoint the best person for the job utilising an effective and fair recruitment and selection process. The Council's policy is to disregard any previous public sector retirement income as that is a matter for the relevant public sector pension fund.

## RETIREMENT

### EARLY RETIREMENT

The Council's policy is not to allow employees to retire early unless a financial saving can be achieved within a period of no more than two years and there is a benefit to the service.

The Council is also aware, however, of the statutory provisions of the LGPS and acknowledges that there will be certain situations in which employees have the right to retire early under "85 year rule"

In November 2003, the Government proposed abolishing 85 year rule with effect from April 2005. Following protests from Members of Parliament and trade unions, these regulations were revoked. Following consultation, regulations were laid before Parliament in March 2006 abolishing the rule with effect from 1 October 2006. There was to be transitional protection for people who would have satisfied the rule by their 60th birthday before 31 March 2013.

Following further protests from trade unions, regulations were laid on 25 July 2006 extending the transitional protection as follows:

- If a qualifying member is 60 by 31 March 2016 and would have satisfied the rule of 85, no actuarial reduction will apply should She/he choose to retire at the age at which she/ he satisfies the 85 year rule; and;
- If a qualifying member is 60, would have satisfied the 85 year rule between 1 April 2016 and 31 March 2020 and chooses to retire at the age at which he satisfies the rule of 85, an actuarial reduction will apply on a tapered basis, with effect from 1 April 2008.

## FLEXIBLE RETIREMENT

The Council permits flexible retirement only where there is either a financial or operational benefit to the Council and where the employee's reduced level of earnings together with his or her pension does not exceed his or her pre- retirement earnings.

In addition, the Council will not waive any actuarial reduction to an employee's pension benefits and any pension costs to the Council must be recovered within a two year period.

## REDUNDANCY

This Policy was updated and approved by members in June 2014.

Under the Council's severance policy, the relevant Senior Manager or Senior Officer: Shared Services may approve redundancies providing costs can be recovered within a two year period.

The Council exercises discretion under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006, to make compensatory payments to employees being made redundant based on the following:

- 0.5 week's pay for each full year of service where the employees age is under 22
- 1 week's pay for each full year of service where the employees age is between 22 and under 41
- 1.5 week's pay for each full year of service where the employee's age is 41 and over.

The Council calculates compensation and redundancy payments based on actual salary and continuous local government service, up to a maximum of 20 years.

Redundant employees who have a minimum of two years' continuous service with the Council will normally be entitled to be paid statutory redundancy pay. In the event that an employee has not acquired a minimum of two years' continuous service with the Council when his or her employment terminates there will be no obligation on the Council to pay the employee any redundancy pay.

Employees who are members of the Local Government Pension Scheme and who are eligible to be paid a compensation payment as a consequence of their redundancy may convert their compensation payment into additional pensionable service.

## CONSULTATION AND ENGAGEMENT

There is no requirement to consult with recognised trade unions or staff on this item. However, the pay policy statement will be shared with the trade unions for information only.

## PERFORMANCE AND RISK MANAGEMENT

In accordance with the requirements of the Localism Act, this policy will be kept under review and as a minimum be reviewed and updated as necessary on an annual basis to ensure an accurate pay policy is published ahead of each related financial year.

The annual review will be facilitated and coordinated by the Senior Manager and Senior Officer: Shared Services.

#### COMMUNICATING THE POLICY

The Council will publish on its website its pay policy statement as required by the Localism Act.

#### CHANGES TO THE POLICY

The Council may at any time by resolution of the Council amend this pay policy statement.

#### INFORMATION AND TRAINING

Further information relating to this policy can be obtained from the Human Resources office.

Approved



Annex 1. PAY STRUCTURE 2016-17

						Employee Pension Contributions
SCALE		Annual 2016-17	Month 2016-17	Hour		
1	6	14514	1209.50	7.52	Band 2	5.8%
	7	14615	1217.92	7.58		
	8	14771	1230.92	7.66		
	9	14975	1247.92	7.76		
2	12	15823	1318.58	8.20		
	13	16191	1349.25	8.39		
	14	16481	1373.42	8.54		
	15	16772	1397.67	8.69		
3	18	17891	1490.92	9.27		
	19	18560	1546.67	9.62		
	20	19238	1603.17	9.97		
	21	19939	1661.58	10.33		
4	24	21745	1812.08	11.27	Band 3	
	25	22434	1869.50	11.63		
	26	23166	1930.50	12.01		
	27	23935	1994.58	12.41		
5	30	26556	2213.00	13.76		6.5%
	31	27394	2282.83	14.20		
	32	28203	2350.25	14.62		
	33	29033	2419.42	15.05		
6	36	31288	2607.33	16.22		
	37	32164	2680.33	16.67		
	38	33106	2758.83	17.16		
	39	34196	2849.67	17.72		
7	42	36937	3078.08	19.15	Band 4	6.8%
	43	37858	3154.83	19.62		
	44	38789	3232.42	20.11		
	45	39660	3305.00	20.56		
	46	40619	3384.92	21.05		
	47	41551	3462.58	21.54		
8	48	42474	3539.50	22.02		
	49	43387	3615.58	22.49		
	50	44297	3691.42	22.96		
	51	45206	3767.17	23.43		
8 Market supplement	52	46110	3842.50	23.90	Band 5	8.50%
	53	47032	3919.33	24.38		
	54	47973	3997.75	24.87		
	55	48932	4077.67	25.36		
	56	49911	4159.25	25.87		
	57	50909	4242.42	26.39		
	58	51928	4327.33	26.92		
	59	52966	4413.83	27.45		
	60	54025	4502.08	28.00		

Annex 2. CHIEF OFFICERS' PAYSACLE

<b>Chief Officers' Pay Scale 2014-16</b>	<b>Current</b>	<b>From 1<sup>st</sup> April 2016</b>
<b>Chief Executive</b>	£100,000	£101,000
<b>Senior Manager: Infrastructure &amp; Planning Airport Accountable Manager</b>	£59,160-£65,280  £13,056 (7.4 hours per week)	£59,160-£65,280  £13,056 (7.4 hours per week)
<b>Senior Manager: Strategic Development</b>	£59,160-£65,280	£59,160-£65,280
<b>Senior Manager: Services to our Community</b>	£59,160-£65,280	£59,160-£65,280
<b>Senior Manager: Democratic &amp; Corporate</b>	£59,160-£65,280	£59,160-£65,280
<b>Senior Manager: Finance &amp; Resources</b>	£59,160-£65,280	£59,160-£65,280
<b>Chief Fire Officer</b>	£19,319 (7.4 hours per week)	£19,319 (7.4 hours per week)