

## ASSEMBLY

28 February 2018

<b>Title:</b> Pay Policy Statement 2018/19	
<b>Report of the Cabinet Member for Finance, Growth and Investment</b>	
<b>Open Report</b>	<b>For Decision</b>
<b>Wards Affected:</b> None	<b>Key Decision:</b> No
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<b>Accountable Strategic Director:</b> Fiona Taylor, Director of Law and Governance	
<b>Summary</b> <p>Under the terms of the Localism Act 2011 the Council must agree, before the start of the new financial year, a pay policy statement covering chief officer posts and above. The Act also sets out the matters which must be covered in the policy.</p> <p>The Council's draft Pay Policy Statement for 2018/19, attached at Appendix A, sets out the expected position at 1 April 2018.</p> <p>The Cabinet considered this report at its meeting on 19 February 2018 and, in recommending it to the Assembly, also agreed to apply the uplift in the London Living Wage with effect from 6 November 2017, which increased the minimum hourly rate of pay from £9.75 to £10.20 per hour. That decision is reflected at paragraph 3.3 of the Pay Policy Statement.</p>	
<b>Recommendation(s)</b> <p>The Assembly is recommended to approve the Pay Policy Statement for the London Borough of Barking and Dagenham for 2018/19 as set out at Appendix A to the report, for publication on the Council's website with effect from April 2018.</p>	
<b>Reason(s)</b> <p>Under the terms of the Localism Act 2011 the Council must agree a pay policy statement in advance of the start of each financial year.</p>	

## **1. Introduction and Background**

1.1 Section 38(1) of The Localism Act 2011 requires English and Welsh local authorities to produce a pay policy statement for senior officers (Chief Officers) to be agreed by all Councillors at an Assembly meeting before the beginning of each financial year. This policy is timetabled to go to the Assembly on 28 February 2018.

1.2 The Council produced its first Pay Policy Statement for the 2012/13 financial year in accordance with the Localism Act 2011. The definition of Chief Officer covers the Chief Executive, Chief Operating Officer, Strategic Directors, Commissioning and Operational Directors. The matters that must be included in the pay policy statement are as follows:

- The level and elements of remuneration for each Chief Officer.
- The remuneration of its lowest paid employees (together with its definition of 'lowest paid employee' and the reasons for adopting that definition).
- The relationship between the remuneration of its Chief Officers and other officers.
- Other specific aspects of chief officer's remuneration: remuneration on recruitment, increase and additions to remuneration, use of performance related pay and bonuses, termination payments and transparency.
- The Localism Act defines remuneration widely to include not just pay but also charges, fees, allowances, benefits in kind.
- Enhancements of pension entitlement and termination payments.

1.3 The Pay Policy statement:

- Must be approved by the full Council (Assembly).
- Must be approved by the end of March each year.
- Can be amended in year.
- Must be published on the Council's website (and in any other way the Council chooses).
- Must be complied with when the Council sets the terms and conditions for a chief officer.

## **2. Context of the Pay Policy Statement**

2.1 The 2017/18 Pay Policy Statement set out the huge challenges and opportunities this borough faces as a result of the on-going squeeze on public finances and the aspirations of this council in response. Over the last year, the Council has been implementing the work set out in (i) the Growth Commission report and the Council's response to it, and (ii) the A2020 proposals.

2.2 The JNC Salaries and Conditions Panel agreed in May 2015 to create the current senior management structure. This was an interim structure as

2015/16 and 2016/17 was designed to manage the transitional stages. The Committee agreed that a further review of the top team would be required in 2017 focusing on the new operating model of the organisation. In November 2017 the same committee therefore agreed to a new a new senior management structure to reflect the changes which have already been made in establishing the new kind of council; to ensure realisation of the benefits of the transformation programme; and to provide clear accountability for the achievement of the key goals of the council as set out in the Borough Manifesto.

- 2.3 In establishing the new structure, the net effect of the deletion of the old posts and the creation of the new has been a reduction in costs of no less than £100,000 annually, on top of the reductions of management costs of £1m as noted by the Assembly when approving the 2017/18 Pay Policy.

### **3. London Living Wage**

- 3.1 The London Living Wage increased from £9.75 to £10.20 with effect from 6 November 2017.
- 3.2 Initial assessments suggest the cost of implementing this increase is circa £12,000 per annum and would be captured within existing budgets.

### **4. Consultation**

- 4.1 This report and the Pay Policy Statement for 2018/19 was considered and endorsed by the Cabinet at its meeting on 19 February 2018.

### **4. Financial Implications**

Implications completed by Katherine Heffernan, Finance Group Manager

- 4.1 There are no additional budget pressures caused by the agreement of the Pay Policy Statement, as this reflects the current position on pay.

### **5. Legal Implications**

Implications completed by: Dr Paul Feild, Senior Governance Lawyer

- 5.1 This report outlines the Council's obligations with regard to senior officer pay and in particular in relation to the information to be provided pursuant to section 38 of the Localism Act.

### **6. Other Implications**

- 6.1 **Risk Management** – There are no risks attached to the statement as it describes the current position.
- 6.2 **Contractual Issues** – The statement makes no changes to employees' contractual position.

- 6.3 **Staffing issues** – The staffing issues are fully explored within the main body of the report.
- 6.4 **Equalities Issues** – The Council’s approach to pay is based on the use of established job evaluation processes to determine the salary for individual roles, eliminating the potential for bias in the process.
- 6.5 **Service issues** – The ability to deliver effective services is dependent on having the right staff at different levels. The Council must have an approach to pay that enables it to recruit and retain the right people and also motivate them to perform. The Pay Policy seeks to support that aim.

**Public Background Papers used in the Preparation of the Report:** None

**List of Appendices:**

- Appendix A – Pay Policy Statement 2018/19