

Meeting of the City Council

3 April 2019

Report title	Senior Pay Policy Statement 2019-2020	
Referring body	Cabinet, 27 March 2019	
Councillor to present report	Councillor Val Gibson	
Wards affected	All Wards	
Cabinet Member with lead responsibility	Councillor Val Gibson Governance	
Accountable director	Tim Johnson, Managing Director	
Originating service	Human Resources	
Accountable employee	Denise Pearce	Head of Human Resources
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Report to be/has been considered by	Cabinet	27 March 2019

Recommendations for decision:

The Council is recommended to:

1. Approve the Senior Pay Policy Statement for 2019 - 2020.
2. Approve the publication of the Senior Pay Policy Statement in line with the requirements of the Localism Act 2011.

Recommendations for noting:

The Council is recommended to note:

1. The Service Director and Director grades become a single grade 13 recognising the parity of the roles and responsibilities of the postholders.
2. The Senior Pay Policy Statement 2019-2020 now incorporates a delegation to the Leader of the Council, in consultation with the Head of Paid Service, to approve additional payments to senior management, upon cessation of employment, in addition to redundancy payments where these amount to less than £100,000 in total.

This report is PUBLIC
[NOT PROTECTIVELY MARKED]

3. The constitution will require some changes to comply with legislation and this Senior Pay Policy. These will be reported to a future Governance Committee.

1.0 Purpose

- 1.1 To request Full Council approval of the new Senior Pay Policy and the publication of the Senior Pay Policy.
- 1.2 The report has been compiled to comply with the requirements of section 38 (1) of the Localism Act 2011.

2.0 Background

- 2.1 On 27 March 2019, Cabinet will consider a report on the Senior Pay Policy Statement 2019-2020.
- 2.2 Copies of the report have been supplied to Councillors and can also be accessed online on the Council's website [here](#).

Councillors are asked to refer to the report when considering the recommendations from Cabinet.

- 2.3 Cabinet has been recommended to recommend that Council:

- 1. Approve the Senior Pay Policy Statement for 2019 - 2020.
- 2. Approve the publication of the Senior Pay Policy Statement in line with the requirements of the Localism Act 2011.

- 2.4 Cabinet has been recommended to recommend that Council notes:

- 1. The Service Director and Director grades become a single grade 13 recognising the parity of the roles and responsibilities of the postholders.
- 2. The Senior Pay Policy Statement 2019-2020 now incorporates a delegation to the Leader of the Council, in consultation with the Head of Paid Service, to approve additional payments to senior management, upon cessation of employment, in addition to redundancy payments where these amount to less than £100,000 in total.
- 3. The constitution will require some changes to comply with legislation and this Senior Pay Policy. These will be reported to a future Governance Committee.

3.0 Financial implications

- 3.1 The financial implications are detailed in the Cabinet report of 27 March 2019.

4.0 Legal implications

- 4.1 The legal implications are detailed in the Cabinet report of 27 March 2019.

5.0 Equalities implications

5.1 The equalities implications are detailed in the Cabinet report of 27 March 2019.

6.0 Environmental implications

6.1 The environmental implications are detailed in the Cabinet report of 27 March 2019.

7.0 Human resources implications

7.1 The human resources implications are detailed in the Cabinet report of 27 March 2019.

8.0 Corporate Landlord implications

8.1 The Corporate Landlord implications are detailed in the Cabinet report of 27 March 2019.

9.0 Health and Wellbeing implications

9.1 The Health and Wellbeing implications are detailed in the Cabinet report of 27 March 2019.

10.0 Schedule of background papers

10.1 Cabinet report of 27 March 2019.