



Meeting: Council

Date: 10 May 2017

Wards Affected: All Wards

Report Title: Revised Council Annual Pay Policy Statement

Is the decision a key decision? No

When does the decision need to be implemented? immediately

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1. Proposal and Introduction

1.1 At the Council meeting held on 23 February 2017, Members approved the Torbay Council Annual Pay Policy Statement and Review of Pension Discretions (Council Minute 156/2/17 refers). The pay policy statement draws together the Council's overarching policies on pay and conditions and will publish them on the Council's Website and update them as necessary through the year.

2. Reason for Proposal

- 2.1 Employment Committee recently recommended that the Council's Pay Policy be updated in respect of the salary range of Officers whose posts are evaluated using Hay.
- 2.2 The current pay policy states that such Officers are paid on a salary range based on the low to median salary levels, as set in the Hay 2016 data, for all sectors within the South West.
- 2.3 However when Employment Committee reviewed the Hay data, it was apparent that it was not complete in being able to provide low and median salary levels for all posts. Such a scenario is not envisaged in the current Pay Policy, and therefore it needs to be updated.
- 2.4 It is therefore recommended that the Pay Policy be updated with the following paragraph inserted;

“In the absence of appropriate data from Hay, the Council will take advice from the Head of Human Resources and the Assistant Director, Corporate and Business

Services. In such a scenario independent advice will be sought from South West Councils (HR and Employment Services) and other professional organisations to ensure the correct level of remuneration is awarded by the Council.”

- 2.5 On the basis of the revised Policy that Council review the salary of the Chief Executive, on the basis of the independent advice from South West Councils, attached in Appendix 2 (exempt).

3. Recommendation(s) / Proposed Decision

- 3.1 That the revised Torbay Council Annual Pay Policy Statement set out at Appendix 1 to the submitted report be approved.
- 3.2 That, in accordance with the recommendation of South West Councils, the full time equivalent salary for the Chief Executive be £134,299, equating to an actual salary of £107,439, with effect from 1 April 2017.

Appendices

Appendix 1: Revised Torbay Council Annual Pay Policy Statement

Appendix 2: Exempt

Background Documents

Link to Council papers 23 February 2017 -

<http://www.torbay.gov.uk/DemocraticServices/ieListDocuments.aspx?CId=163&MId=6622&Ver=>