

HAMPSHIRE COUNTY COUNCIL**Decision Report**

Committee:	Employment in Hampshire County Council Committee
Date:	20 July 2011
Title:	Hampshire County Council Pay Policy
Reference:	3119
Report From:	Chief Executive

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1. Executive Summary

1.1. The purpose of this paper is to seek the Employment in Hampshire County Council (EHCC) Committee's approval of a pay policy statement as part of the County Council's Open Data and Transparency Programme.

2. Contextual information

2.1. On 25 October 2010 the Cabinet received a report outlining the County Councils immediate priorities for the publication of open and transparent information in line with the Government's proposals for increasing Local Transparency.

2.2. Since October 2010 a number of statements have been made by Government ministers outlining their expectations of the types of information to be published and their content. The County Council has responded positively to these initiatives. For example, in November 2010 the County Council began to publish details of its spend to suppliers over £500. This information is now routinely published each month.

2.3. The County Council also publishes details of elected Members attendance at formal meetings of the authority together with their Registers of financial and other interests, gifts and hospitality. These disclosures are in addition to other democratic framework information that was already regularly published including election results, committee reports and minutes, decision making processes and records of decisions.

2.4. In continuance of the County Council's positive approach to open data, it is proposed to add a Pay Policy Statement to the information already available and published, after consultation with the District Auditor, on the Open Data section of the County Council's website in respect of senior officer salaries.

- 2.5. The Pay Policy Statement provides further meaningful context to the senior officer salary information on Hantsweb which includes Chief Officer remuneration details and a summary table showing numbers of staff (and teachers) that earn more than £50,000 per annum. The published information will allow interested parties to both compare remuneration levels of our most senior managers with those of other authorities, and compare year on year senior staffing levels at the County Council. Publishing the Pay Policy Statement further recognises that accountability and transparency are two different things and that published information requires meaningful context in order to be useful.
- 2.6. Publishing the pay policy statement further recognises that accountability and transparency are two different things and that published information requires meaningful context in order to be useful. The proposed pay policy statement also clearly sets out the County Council's policy approach to all other staff remuneration including the determination of annual pay awards. The statement is attached as Appendix B to this report.

3. Recommendation

- 3.1. That the EHCC Committee approves the County Council's Pay Policy Statement as attached at Appendix B.
- 3.2. That the EHCC Committee approves the publication of the Pay Policy Statement on the County Council's Open Data webpages.

CORPORATE OR LEGAL INFORMATION:

Links to the Corporate Strategy

This proposal does not link to the Corporate Strategy but, nevertheless, requires a decision in support of the drive for transparency and openness at the local government level, in line with central Government's expectations.

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

IMPACT ASSESSMENTS:

1. Equalities Impact Assessment:

1.1. There are no equalities impacts.

2. Impact on Crime and Disorder:

2.1. There are no significant impacts.

3. Climate Change:

a) How does what is being proposed impact on our carbon footprint / energy consumption?

There are no significant impacts.

b) How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts?

There are no significant impacts.

COUNTY COUNCIL PAY POLICY

With the exception of teaching staff and associated youth and school advisory roles where pay is determined by National consultation groups, pay for all staff is determined by the Employment in Hampshire County Council (EHCC) Committee. The EHCC Committee comprises elected County Councillors from the main political parties and has responsibility for local terms and conditions of employment for staff within the County Council's pay framework.

The County Council's pay framework was implemented in April 2007 in line with National guidance, with the grade for each role being determined by a consistent job evaluation process. This followed a national requirement for all Local Authorities, and a number of other public sector employers, to review their pay and grading frameworks to ensure fair and consistent practice for different groups of workers with the same employer. As part of this the County Council determined a local pay framework reducing the overall number of grades to eleven.

Pay awards are considered annually for staff.

For those staff up to and including grade G (at or below £41,550), the outcome of the national consultations by the Local Government Employers in consultation with the Trade Unions is applied.

For senior managers at or above grade H (over £41,550) the value of any pay award is determined by the EHCC Committee.

With respect to Chief Officers pay, which also comes under the remit of the EHCC Committee, salary on appointment has regard to the relative size and challenge of the role compared with other Chief Officer roles within the County Council. Account is also taken of other relevant available information, including the salaries of Chief Officer in other similar sized County Councils.

The annual pay review for Chief Officers is considered by the EHCC Committee each year alongside recommendations for senior managers. To support the annual review, information may be provided on inflation, earnings growth and any significant considerations from elsewhere in the public sector.

Typically, Chief Officers have received the same percentage pay award as other managers and staff groups within the Council and in each year since implementation of the new pay framework, the EHCC Committee has applied the same percentage award determined nationally for other grades of Local Government employees within the County Council.

There has been no annual pay award to any group of staff since April 2009.