



**BRENTWOOD
BOROUGH COUNCIL**

Pay Policy Statement 2020/21

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Introduction

Section 38 (1) of the Localism Act 2011 required all English and Welsh Councils to produce a Pay Policy Statement for 2012/13 and for each financial year thereafter. Regard is to be had to any guidance from the Secretary of State in producing this statement.

The Pay Policy statement should be:

- approved formally by the Full Council.
- approved by the end of March each year.
- amended during the course of the financial year.
- published on the Council's website.

Nothing in this Pay Policy Statement enables unilateral changes to employees' terms and conditions of contract. Changes to terms and conditions of employment must follow consultation and negotiation with individuals and recognised trades unions as set out in agreements and in line with legislation.

Objectives of the Policy

Brentwood Borough Council provides a wide range of services to residents, businesses and visitors in the Borough. To be able to provide those services we depend on our employees. The 2020/21 Establishment has 294 employees budgeted for as full-time equivalent staff.

In setting the Pay Policy the Council is mindful of the following objectives:

1. Recruit and retain appropriately experienced and qualified employees to ensure a capable and high performing workforce. In respect of all employees, the Council's policy is to set remuneration sufficient to attract and retain adequately experienced, trained and qualified individuals to deliver the Council's priorities.
2. Simplicity, clarity and fairness between employees and between the Council and the community. The Council aims to be transparent on pay to its staff, prospective staff and the wider community.
3. To differentiate between remuneration and other employee related expenses. The Council will meet or reimburse authorised travel, accommodation and subsistence costs for attendance at approved business meetings and training events. The Council does not regard such costs as remuneration but as non-pay operational costs. This policy is applied consistently to all employees of the Council.

Scope

The statutory Pay Policy statement must include the Council's policy on:

- The level and elements of remuneration of chief officers.
- The remuneration of the lowest paid employees.
- The relationship between chief officers' remuneration and that of other officers.

The Act defines remuneration widely, to include not just basic pay but also:

- allowances including car allowances and training expenses, benefits in kind, increases in/enhancements of pension entitlements, and termination payments.

Chief officers for the purpose of this statement are, Director of Corporate Resources (Section 151), Director of Law and Governance (Monitoring Officer), Chief Operating Officer, and the Chief Executive.

Regarding Seven Arches Investment Limited (SAIL) Chief officers are employed by the Council and seconded to SAIL. For the purpose of this statement, the Director of Commercial Services is seconded to Seven Arches Investment Limited.

Senior Management

Following a report at Ordinary Council on 22nd January 2020, a revised senior Officer structure was reviewed and noted. This structure has been reflected in this Policy.

The Chief Executive is on a spot salary of £125,000 per annum. Performance of the Chief Executive is assessed through an appraisals system with the Leader of the Council.

The Chief Operating Officer is paid on a pay from SCP66 and is also a Director for Seven Arches Investment Limited

The Director of Corporate Resources (Section 151) is paid on a salary from SCP66.

The Director of Law and Governance (Monitoring Officer) is paid on a salary from SCP66.

The Director of Commercial Services is paid a spot salary of £80,000 per annum.

The Director of Environment is paid on a pay range between SCP57- SCP61

The Director of Planning & Economy is paid on a pay range between SCP57- SCP61

The Interim Director of Housing & Enforcement paid on a pay range between SCP57- SCP61.

All other employees are allocated a grade as set out in the attached Pay Scales.

For the Director of Corporate Resources (Section 151), Director of Law and Governance (Monitoring Officer) and Chief Operating Officers, annual progression from the salary is subject to annual performance reviews.

The remuneration of all Chief Officers and Senior Officers will be published in the Council's Annual Statement of Accounts which also includes a wide range of financial information.

Appointments with a salary over £100,000

The post of Chief Executive is the only post within the authority with a salary grade above £100,000. In accordance with government guidance and the motion agreed by Full Council in October 2013, any future intention to offer a salary for a new appointment above £100,000 will be at the vote of Full Council. The current Chief Executive role was appointed, and the salary agreed at Extraordinary Council on 18th September 2019.

Returning/Acting Returning Officer

The Chief Executive undertakes the roles of Returning and Acting Returning Officer in respect of local, national and European elections. The Returning/Acting Returning Officer is an officer of the Borough Council who is appointed under the Representation of the People Act 1983.

Whilst appointed by the Borough Council, the role of the Returning Officer is one which involves and incurs personal responsibility and accountability and is statutorily separate from his/her duties as an employee of the Borough Council. As Returning Officer, he/she is paid a separate allowance for each election for which he/she is responsible.

Definition and Remuneration of Lowest paid Employees

The Council's lowest pay grade is A of which 5 employees are on this grade. All staff are paid the legal minimum or above within this grade.

Relationship between Chief Officers' pay and all other employees.

Negotiation and consultation is conducted at a local level in relation to levels of pay and benefits for all employees. The Council therefore is not part of any national terms and conditions for local government employees.

Local negotiations around a pay review are conducted on an annual basis, and any increase is agreed taking into account inflationary factors, local salary levels, affordability and any national award.

The idea of publishing the ratio of pay of an organisation's top earner to that of its median earner has been recommended to support the principles of Fair Pay (Will Hutton 2011) and transparency.

The Council does not currently explicitly set the remuneration of any individual or group of posts by reference to a simple multiple of another group of posts.

- The ratio of the Chief Executive (top earner) salary to the median salary, (£29,620), is 4.22:1.
- The ratio of the Chief Executive (top earner) salary to the lowest salary, (£16,330), is 7.65:1.

Expenses and Other Benefits

Employees covered by the scope of this policy are entitled to the following:

- Reimbursement of travel as per the approved Mileage and Car Allowance Policy.
- Reimbursement of subsistence as per the guidelines for travel and subsistence.
- Car allowance as per the approved Mileage and Car Allowance Policy.
- Payments under the eye test scheme.
- Subject to the schemes' rules and conditions staff can participate in the car loan facility and season ticket loan facility.
- A salary deduction car leasing scheme.
- For those staff who are required to be a member of a professional association as a requirement of their employment the Council will meet the cost of subscription.

Redundancy payments and payments on termination

The Council has a single redundancy scheme which applies to all employees without differentiation which is set out in the *Change Management Policy*.

The Council does not provide any further payment to employees leaving the Council's employment other than in respect of accrued leave which by agreement is untaken at the date of leaving.

Where termination of employment is subject to a compromise agreement that agreement may include a negotiated payment in exchange for which the employee undertakes not to pursue claims against the Council.

Severance packages over £100,000

In line with guidance from government any severance packages over £100,000 would be subject to a vote of Ordinary Council.

Government consultations have taken place relating to the recovery of termination payments for certain higher earners who are re-employed in the public sector within 12 months of having been made redundant, as well as introducing an overall cap on exit payments of £95,000. Legislative changes for these aspects are currently ongoing.

The Local Government Pension Scheme (LGPS) and policy with regard to the exercise of discretions

Pension provision is an important part of the remuneration package. Employees who are eligible may join the local government scheme. The scheme is a statutory scheme with contributions from employees and from employers.

New staff who are not already members of the LGPS are now subject to auto enrolment into the LGPS.

The LGPS provides for the exercise of discretion that allow for retirement benefits to be enhanced. The Council will consider each case on its merits but has determined that its usual policy is not to enhance benefits for any of its employees.

The pension scheme provides for flexible retirement. In applying the flexible retirement provision no distinction is made between Chief Officers and other employees.

Publication and access to information

The publication of and access to information relating to remuneration of chief officers will be set out in this document and published on the Council's website.

The Council will publish the salary ranges covering employees on the Council's website on an annual basis.

Where employees have been transferred into the Council under the Transfer of Undertakings (Protection of Employment) Regulations 2006 their remuneration packages reflect their protected rates of pay.

Review

The Localism Act 2011 requires relevant authorities to prepare a Pay Policy Statement for each subsequent financial year. If it should be necessary to amend this Statement during the year it applies, an appropriate resolution will be made by Ordinary Council.

Pay Scales 2019/20

				NJC								HAY							
				Grade	Grade	Grade	Grade	Grade	Grade	Grade	Grade	Grade	Grade	Grade	Grade	Grade	Grade	Hourly	
SCP	Salary Apr 18	Salary Apr 19	Monthly	A	B	C	D	E	F	G	H	I	J	K	L	M	N	rate*	
8	15,290	15,443	1,287	309	310													£8.00	
9	16,168	16,330	1,361																£8.46
10	16,828	16,996	1,416																£8.81
11	17,171	17,343	1,445		359													£8.99	
12	17,514	17,690	1,474															£9.17	
13	17,964	18,143	1,512															£9.40	
14	18,292	18,475	1,540		360													£9.58	
15	18,676	18,863	1,572															£9.78	
16	19,115	19,306	1,609															£10.01	
17	19,574	19,770	1,648			409												£10.25	
18	19,971	20,170	1,681															£10.45	
19	20,707	20,914	1,743					410										£10.84	
20	21,463	21,677	1,806				459											£11.24	
21	22,246	22,469	1,872															£11.65	
22	22,825	23,053	1,921						460 +									£11.95	
23	23,481	23,716	1,976					460 +										£12.29	
24	24,238	24,480	2,040															£12.69	
25	25,003	25,253	2,104															£13.09	
26	25,801	26,059	2,172															£13.51	
27	26,653	26,919	2,243															£13.95	
28	27,524	27,799	2,317						175									£14.41	
29	28,591	28,877	2,406						175									£14.97	
30	29,532	29,828	2,486															£15.46	
31	30,462	30,766	2,564															£15.95	
32	31,353	31,667	2,639															£16.41	
33	32,271	32,593	2,716							200								£16.89	
34	33,181	33,512	2,793							200								£17.37	
35	33,871	34,210	2,851															£17.73	
36	34,751	35,099	2,925															£18.19	
37	35,745	36,102	3,009								230							£18.71	
38	36,779	37,147	3,096								230							£19.25	
39	37,950	38,329	3,194															£19.87	
40	38,956	39,345	3,279															£20.39	
41	39,984	40,384	3,365															£20.93	
42	40,985	41,395	3,450															£21.46	
43	42,000	42,420	3,535															£21.99	
44	43,031	43,461	3,622															£22.53	
45	43,989	44,428	3,702															£23.03	
46	45,056	45,507	3,792															£23.59	
47	46,066	46,527	3,877															£24.12	
48	47,091	47,562	3,964															£24.65	
49	48,076	48,557	4,046															£25.17	
50	48,527	49,013	4,084															£25.40	
51	49,646	50,142	4,179															£25.99	
52	50,758	51,265	4,272															£26.57	
53	51,876	52,394	4,366													400		£27.16	
54	52,993	53,523	4,460													460		£27.74	
55	54,665	55,212	4,601															£28.62	
56	56,338	56,901	4,742															£29.49	
57	57,449	58,023	4,835															£30.07	
58	58,564	59,149	4,929															£30.66	
59	59,685	60,282	5,024															£31.25	
60	60,800	61,408	5,117															£31.83	
61	62,472	63,096	5,258														528	£32.70	
62	64,144	64,786	5,399															£33.58	
63	65,817	66,475	5,540															£34.46	
64	67,491	68,166	5,681															£35.33	
65	69,164	69,855	5,821															£36.21	
66	70,836	71,545	5,962															£37.08	
67	72,508	73,233	6,103															£37.96	
68	74,183	74,925	6,244															£38.84	
69	75,859	76,618	6,385															£39.71	
70	77,531	78,306	6,526															£40.59	
71	79,206	79,998	6,667															£41.47	
72	80,879	81,688	6,807															£42.34	
73	82,550	83,376	6,948															£43.22	
74	84,226	85,068	7,089															£44.09	
75	85,898	86,757	7,230															£44.97	

