

Agenda

Employment Panel

Date: **Monday 15 January 2024**

Time: **10.00 am**

Place: **Herefordshire Council Offices, Plough Lane, Hereford,
HR4 0LE**

Notes: Please note the time, date and venue of the meeting.

For any further information please contact:

Jen Preece, democratic services officer

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If you would like help to understand this document, or would like it in another format, please call Jen Preece, democratic services officer on 01432 261699 or e-mail jennypreece@herefordshire.gov.uk in advance of the meeting.

Agenda for the meeting of the Employment Panel

Membership

Chairperson **Councillor Jonathan Lester**
Vice-chairperson **Councillor Ellie Chowns**

Councillor Terry James
Councillor Liz Harvey
Councillor Bob Matthews
Councillor Pete Stoddart

Agenda

	Pages
<p>1. APOLOGIES FOR ABSENCE</p> <p>To receive any apologies for absence.</p>	
<p>2. NAMED SUBSTITUTES (IF ANY)</p> <p>To receive details of any member nominated to attend the meeting in place of a member of the panel.</p>	
<p>3. DECLARATIONS OF INTEREST</p> <p>To receive declarations of interests in respect of items on the agenda.</p>	
<p>4. MINUTES</p> <p>To approve and sign the minutes of the meeting held on Friday 20 January 2023.</p>	9 - 10
<p>5. QUESTIONS FROM MEMBERS OF THE PUBLIC</p> <p>To receive any written questions from members of the public.</p> <p>Details of the scheme and related guidance are available here: https://www.herefordshire.gov.uk/info/200148/your_council/61/get_involved</p> <p>Please submit questions to councillorservices@herefordshire.gov.uk</p> <p>The deadline for the receipt of questions is 9:30am on Wednesday 10 January 2024.</p> <p>Accepted questions will be published as a supplement prior to the meeting.</p>	
<p>6. QUESTIONS FROM COUNCILLORS</p> <p>To receive any written questions from councillors.</p> <p>Please submit questions to councillorservices@herefordshire.gov.uk</p> <p>The deadline for the receipt of questions is 9:30am on Wednesday 10 January 2024.</p> <p>Accepted questions will be published as a supplement prior to the meeting.</p>	
<p>7. PAY POLICY STATEMENT</p> <p>To recommend the pay policy statement 2024-2025 to Full Council for approval and publication.</p>	11 - 24

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- Inspect agenda and public reports at least five clear days before the date of the meeting. Agenda and reports (relating to items to be considered in public) are available at www.herefordshire.gov.uk/meetings
- Inspect minutes of the Council and all committees and sub-committees and written statements of decisions taken by the Cabinet or individual Cabinet Members for up to six years following a meeting.
- Inspect background papers used in the preparation of public reports for a period of up to four years from the date of the meeting. (A list of the background papers to a report is given at the end of each report). A background paper is a document on which the officer has relied in writing the report and which otherwise is not available to the public.
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The location of the office and details of city bus services can be viewed at:

<http://www.herefordshire.gov.uk/downloads/file/1597/hereford-city-bus-map-local-services->

**The Seven Principles of Public Life
(Nolan Principles)**

1. Selflessness

Holders of public office should act solely in terms of the public interest.

2. Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

3. Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

4. Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

5. Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

6. Honesty

Holders of public office should be truthful.

7. Leadership

Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

**Minutes of the meeting of Employment panel held at
Herefordshire Council Offices, Plough Lane, Hereford, HR4 0LE
on Friday 20 January 2023 at 10.00 am**

Present: Councillor David Hitchiner (chairperson)
Councillor Ellie Chowns (vice-chairperson)

Councillors: Liz Harvey, Christy Bolderson and Sebastian Bowen

Officers: Director of HR and OD and HR Improvement Manager

15. APOLOGIES FOR ABSENCE

Apologies were received from Cllr Roger Phillips and Cllr Bob Matthews.

16. NAMED SUBSTITUTES (IF ANY)

Cllr Christy Bolderson substituted for Cllr Roger Phillips
Cllr Sebastian Bowen substituted for Cllr Bob Matthews

17. DECLARATIONS OF INTEREST

None.

18. MINUTES

Resolved:

That the minutes of the meeting held 21 July 2022 be approved.

19. QUESTIONS FROM MEMBERS OF THE PUBLIC

There were no questions from members of the public.

20. QUESTIONS FROM COUNCILLORS

There were no questions from councillors.

21. PAY POLICY STATEMENT 2023-2024

Members of the panel considered a report by the HR Improvement manager seeking recommendation of the pay policy statement 2023-2024 to Full Council. In presenting the report the HR Improvement manager highlighted that the statement was an annual requirement and that it was usually a statement of policies already in place.

The changes from the previous years' statement were noted, including:

- The scope of chief officers to be reported had been reviewed and updated in line with the definitions;

- The approach to managing different national pay awards by different negotiating bodies, where the chief executive reserves the right to apply the greater award to all staff where there is a sensible case to do so;
- Inclusion of a graphic showing the distribution of staff across the pay grades;
- Inclusion of gender pay gap data as requested by the panel in previous years;
- Update of the salary ratio showing a reduction from the previous year.

Members of the panel debated the report and as a result of queries raised it was agreed that the following changes would be made to the statement before its presentation to Council:

- A link to be added to the structure chart of the council as published on the website;
- Data used in the graphic of staff distribution across the pay grades to be checked for accuracy and some additional explanatory text added, particularly where figures do not match to the table of chief officer posts;
- Vacant chief officer and deputy chief officer posts to be included in the table;
- A definition of 'spot salary' to be included and clarification that corporate directors are also on spot salaries but service directors are not;
- Data on pay ratios in other councils listed for comparison to be double checked as some significant changes are noted;
- Only other councils to be listed in the table at paragraph 6.4 as the best comparators;
- Clarification to be added that Herefordshire Council does not use scale 1 of the pay scale, and that it has been recommended to the chief executive that the council move to paying a Real Living Wage.

It was proposed that the panel receive a report on the latest staff survey at a future meeting. It was also noted that the director of HR and OD was considering creation of a gender pay gap action plan for the council and would bring a report on this to the panel.

It was unanimously resolved that:

Subject to the agreed amendments, the pay policy statement in Appendix A is recommended to Full Council.

The meeting ended at 10.45 am

Chairperson

Title of report: Pay Policy Statement 2024-2025

Meeting: Employment Panel

Meeting date: Monday 15th January 2024

Report by: HR Improvement Manager

Classification

Open

Decision type

This is not an executive decision

Wards affected

(All Wards);

Purpose

To recommend the pay policy statement 2024-2025 to Full Council for approval and publication.

Recommendation(s)

That:

- a) **The pay policy statement in Appendix A is recommended to Full Council.**

Alternative options

1. There are no alternatives to the recommendation; the publication of the Pay Policy statement is a statutory requirement as stated in the Localism Act 2011. This provides transparency on the council approach to pay and remuneration relationship for the highest and lowest earners. This statement does not introduce any policy changes but does provide a summary of policies already in place.
2. Employment panel are able to determine any changes to the statement to improve transparency, whilst having regard to statutory guidance issued by the Department for Levelling Up, Housing and Communities.

Key considerations

3. The Localism Act 2011 places an obligation on the council to produce an annual pay policy statement for each financial year and for this statement to be approved by Full Council before the start of the financial year to which it relates.
4. The statement must set out the council's policies relating to:
 - a) The remuneration of its chief officers
 - b) The remuneration of its lowest paid employees; and
 - c) The relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
5. The statement must include the council's definition of 'lowest paid employees' and the reason for adopting that definition.
6. The statement must include policies relating to:
 - a) The level and elements of remuneration for each chief officer
 - b) Remuneration of chief officers on recruitment
 - c) Increases and additions to remuneration for each chief officer
 - d) The use of performance related pay for chief officers
 - e) The use of bonuses for chief officers
 - f) The approach to the payment of chief officers on their ceasing to hold office under, or to be employed by the authority; and
 - g) The publication of and access to information relating to remuneration of chief officers
7. The statement draws together factual material and provides a summary of the current pay policies of the council.

The ratio between the council's lowest paid staff and the chief executive's salary is included in the statement. For 2023/2024 this ratio is 1:7.37 which is lower than the previous year of 1:7.79. This is caused by the most recent pay awards being set by the National Employers at different rates for different terms and conditions, with the intention to make headway on the bottom scales from the National Minimum Wage. A comparison of the pay ratios published for similar or neighbouring local authorities is below and this shows the council's ratio to be amongst the lowest.

- a) Worcestershire County Council, 1:10.12
 - b) Birmingham City Council, 1:8.11
 - c) Powys County Council, 1:7.35
 - d) Staffordshire County Council, 1:6.68
 - e) Dudley MBC, 1:8
 - f) Oxfordshire County Council, 1:6.5
 - g) Bristol City Council, 1:8.93
 - h) Sandwell Council, 1:8
8. All posts, whether chief officer or not, have their level of remuneration established through assessment by a nationally recognised and independent job evaluation scheme. Full Council must approve any new salary packages, or severance payments, exceeding £100,000.
9. In approving its statement, Council must have regard to any guidance issued by the Secretary of State. This has been taken into consideration in the development of the statement.

Community impact

10. By complying with the legal requirement placed on it, the council continues to ensure that the resources available are used in the most effective way and there is transparency in how public money is used. This contributes to the corporate plan priority to secure better services, quality of life and value for money.
11. By publishing this statement the council is demonstrating the code of corporate governance principles of implementing good practices in transparency, reporting and audit to deliver effective accountability, and behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.

Environmental Impact

12. Whilst this decision will have minimal environmental impact, consideration has been made to minimise waste and resource use in line with the council's environmental policy.

Equality duty

13. Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:

A public authority must, in the exercise of its functions, have due regard to the need to –

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

11. The public sector equality duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying 'due regard' in our decision making in the design of policies and in the delivery of services.

14. The pay policy statement clearly sets out that pay levels are set in line with equality legislation.

Resource implications

15. There are no costs arising directly from this report.

Legal implications

16. The requirement to publish an annual Pay Policy Statement is a requirement of section 38 of the Localism Act 2011. The Council also must consider the minister's [statutory guidance](#) issued in February 2012 when publishing the Statement.
17. The Statement must be approved by full Council and cannot be delegated to a committee.

Risk management

18. The risks identified with the pay policy statement are detailed below.

Risk / opportunity	Mitigation
Failure to approve and publish a statement will result in non-compliance with a statutory requirement	Arrangements are in place to ensure the statement is published following Council's full approval

Consultees

19. None

Appendices

Appendix 1 Pay Policy Statement 2024-25

Background papers

None identified.

Report Reviewers Used for appraising this report:

Governance	John Coleman	Date 20/12/2023
Finance	Judith Tranmer	Date 02/01/2024
Legal	Sean O'Connor	Date 20/12/2023
Communications	N/A	
Equality Duty	Harriett Yellin	Date: 02/01/2024
Procurement	N/A	
Risk	N/A	

Approved by	Tracey Sampson	Date 03/01/2024
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PAY POLICY STATEMENT 2024-2025

1. Introduction

1.1 This statement is published in line with section 38(1) of the Localism Act 2011 that requires councils to produce an annual pay policy statement that articulates the council's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff and lowest paid employees. The majority of terms and conditions are universal and apply to all employees, unless otherwise specified.

1.2 This pay policy statement does not apply to schools, other than reference to pay for bargaining for support staff in locally maintained schools.

1.3 Herefordshire Council's rules with regard to the employment of staff are set out within the employment rules contained within Section 4.9.3 of the constitution.

1.4. This statement is subject to annual review.

2. Pay structure, national and local frameworks

2.1. Herefordshire Council (the council) is committed to fair pay and grading determined by a robust and objective job evaluation process. The National Joint Council's (NJC) job evaluation scheme is used for identifying the pay grade for all posts up to 07HC and the Hay job evaluation scheme for posts above this level.

2.2. The council's pay structure is based on the National Joint Council for local authorities pay spine as the basis for its local grading structure up to 11HC. Pay rates above this are locally determined. The pay structure is at appendix A. The council adheres to the national pay bargaining for local government employees, including any negotiated annual cost of living increases. This also applies to support staff in local authority maintained schools.

2.3. To reflect market conditions, the council currently pays enhancements such as market forces supplements to attract candidates or to retain employees where there is an identified and evidenced skills shortage to enable the council to pay a competitive rate for the job. The council has a robust policy in place to manage market forces supplements. The majority of these supplements are paid to staff working in children's social care where there are nationally recognised shortages in the supply of qualified children's social workers. A small number of market forces supplements are also in place for some senior management posts and these are illustrated in the table under section 3.1. Proposals for new market forces supplements are approved by the Director of HR and OD and Director of Resources and Assurance. Existing market forces supplements are reviewed no less frequently than every two years and may be withdrawn subject to notice, where the market conditions no longer warrant the payment.

2.4 To respond to the challenges faced by the council of retaining qualified and experienced social workers, the council has introduced a welcome scheme payment and a retention scheme payment, which is supported by robust qualifying rules.

2.5 All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by council policy.

2.6 The terms and conditions of employment for the majority of council employees are determined by the National Joint Council (NJC) for local authorities. Chief Officers are aligned to the Joint Negotiating Committee (JNC) for Chief Officers of Local Authorities (or Joint Negotiating Committee for Chief Executives of Local Authorities). These may be amended, supplemented or superseded by decisions on conditions of service made by the council from time to time and contained within the council's employment policies and procedures.

2.7 Where there are instances of differing pay awards determined for NJC and JNC granted by the national employers, the council reserves the right to adopt the most equitable pay award for senior officers whose salaries fall within the grades HoS1, HoS2 and HoC1 to ensure fairness and to maintain the pay structure.

2.8 Nationally or locally determined rates and terms and conditions apply for other employee groups including:

- Employees whose pay and conditions are determined by the Soulbury Committee;
- Centrally employed teachers whose pay and conditions are determined nationally;
- Employees who have transferred from the NHS to the council and retain their former terms and conditions of employment;
- Employees who have retained terms and conditions of employment from other employers following a TUPE transfer to the council.

3. Level and elements of remuneration for each chief officer

3.1 The definition of chief officer is defined as the head of the authority's paid service or a statutory chief officer which under the Local Government and Housing Act 1989 means Director of Children's Services, Director of Adult Social Services, Director of Public Health, Section 151 Officer and Monitoring Officer or equivalent.

3.2 The definition of chief officer also includes non-statutory chief officers which means a person who, for most of the duties of his/her post, is required to report directly to the head of the authority's paid service.

The definition of a deputy chief officer means, a person who, for all or most of the duties of his/her post, is required to report directly to one or more of the statutory or non-statutory chief officers.

Those posts listed below are reported where there is an employee in post at the time of writing. Roles that have an interim worker are not included. A copy of the [senior management structure](#) is available on the council's website.

Post Title	Salary grade
CEO Herefordshire Council (head of paid service)	CEX
Statutory chief officers	
Corporate director, children and young people	DIR2
Corporate director, community wellbeing	DIR2
Director of governance and law (monitoring officer)	DIR1
Director of resources and assurance (section 151 officer)	DIR1
Director of public health ¹	HOC1
Non statutory chief officers	

Corporate director for economy and environment	DIR2
Director, human resources and organisational development	HOC1
Director, strategy and performance	HOC1
Deputy chief officers	
Service director, safeguarding and family support ²	HOS1
Service director, early help, QA and prevention	HOS1
Service director, education, skills and learning	HOS1
Service director, economy and growth	HOS1
Service director, environment & highways	HOS1
Service director, all ages commissioning	HOS1
Service director, social care delivery	HOS1
Director Transformation, PMO and Corporate Support	HOS2
Consultant in public health (0.8 FTE)	HOS2
Consultant in public health (0.6 FTE)	HOS2
Strategic assets delivery director	HOS2
Head of legal services & deputy monitoring officer	HOS2
Head of strategic finance (deputy S151 officer)	HOS2
Public health specialist (0.6 FTE)	HC13
Head of practice management	HC13
Head of learning and organisational development	HC13
Democratic services manager	HC13
HR improvement manager	HC11
Head of communications	HC13
Electoral services manager	HC09

¹ Market forces supplement of £7,000 to be reviewed January 2024

² Market forces supplement of £9,567 to be reviewed August 2025

4. Remuneration of lowest paid employees

4.1 'Lowest paid employees' is defined as those paid on full time equivalent salaries on Grade 02HC, spinal column point (SCP) 3. The NJC pay structure shows a Grade 02HC, spinal column point 2, which is not used and no staff are paid at this salary.

4.2 In July 2023 the council voluntarily adopted the Real Living Wage as a supplement to those employees whose hourly rate fell under the Real Living Wage. As the Real Living Wage sets out its amount in a differing timeframe to the pay awards set by the National Employers, the decision to continue this will be at differing periods. As the council has adopted this under a discretionary basis, it may decide to withdraw this supplement when reviewed; but will continue to maintain the NJC pay structure.

5. Relationship between remuneration of chief officers and remuneration of employees who are not chief officers

5.1. The relationship between the rate of pay for the lowest paid and chief officers is determined by the job evaluation process used for establishing the grading of posts and grade/role profiles as set out earlier in this policy statement. The salary ratio between the council's lowest paid staff and the chief executive's salary is 1:7.37. This is lower than the previous year (1.7.79) and is due to the way in which the pay award has been implemented for 2023; with a flat financial increase across all SCPs (up to SCP 41) which translates to a higher increase on the lowest SCPs. This ratio has been calculated on the salaries in the pay structure as agreed by the national employers, and has not considered the salary with the real living wage supplement.

5.2 The multiple between the median FTE earnings of £30,825 p.a. and the Chief Executive is 1:5.35; and between the median full time equivalent earning for Chief Officers is 1:3.08.

6. Equality in pay – Gender Pay Gap

6.1 Since April 2018, employers with more than 250 employees have been legally required to publish the difference between pay for male and female employees. This measure shows the differences in average earnings between men and women. This does not show differences in pay for comparable jobs, which has been illegal since the adoption of the Equal Pay Act 1970.

6.2 The council's gender pay gap is published annually within the equality analysis of our workforce, and the most recent report can be found here: [Equality analysis of our workforce 2022-23](#).

6.3 The report includes the council's gender pay gap information for 2022 as the most recent data available at the time of publishing and is summarised below.

	Mean hourly pay	Median hourly pay
Female	£15.70	£13.43
Male	£17.06	£15.59
Pay gap	7.97% lower	13.9% lower

6.4 The following table puts the data in to context and it shows that while Herefordshire Council has a pay gap of 13.9%, it is performing better than some other organisations and the UK public sector overall.

	Median pay gap
Gloucestershire County Council	3.2%
Powys Council	7.4%
Worcestershire County Council	9.7%
Herefordshire Council	13.9%
Shropshire Council	17.2%
Hoople Ltd	13.7%
UK Public Sector	14.9%
West Midlands (all sectors)	15.4%
West Mercia Police	19.2%
Wye Valley NHS Trust	22.2%

7. Remuneration on recruitment

7.1 New appointments will normally be made at the minimum of the relevant grade, although exceptions can arise where necessary to secure the best candidate or if an internal candidate is appointed on promotion so that a pay rise ensues.

7.2 The chief executive and corporate directors are on a spot salary as specified in this statement. Spot salaries are where there are no annual incremental increases in the salary structure; these are DIR1, DIR 2, and CEX detailed in the pay structure at the end of this statement. The right of approval to offer new appointments to roles not specified above in this statement and or to approve discretionary severance packages in excess of £100k is reserved to Council.

8. Increases and additions to remuneration

8.1 Employees, within a salary pay band, receive annual increments until the top of their salary grade has been reached. The first increment is paid when the employee has been in post for 12 months or six months after appointment, whichever is the later. In exceptional circumstances increments may be accelerated within the grade on grounds of special merit or ability subject to the maximum of the level not being exceeded.

8.2 The chief executive is the returning officer for Herefordshire. No additional payment is made for fulfilling this duty for local elections as this is built into the overall salary. Employees who undertake election duties are paid a fee that is set by the returning officer depending on the duties undertaken.

8.3 From time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity. Where this is necessary the council may apply pay supplements to posts which are determined to be 'hard to fill'. At all times the council will ensure the requirement for such supplements is objectively justified by reference to clear and transparent evidence of relevant market conditions. These supplements are regularly reviewed.

8.4 Honoraria payments are made to recognise either a special contribution an employee has made that is over and above general performance in a role, or where they have temporarily undertaken additional responsibility at a higher grade.

9. Use of performance related pay, bonuses or pension enhancements

9.1 The council does not apply any bonuses or performance related pay to employees.

9.2 Pension enhancements are made in line with the council's LGPS discretions policy.

10. Benefits in kind

10.1 Employees currently have access to salary sacrifice schemes for bicycles. The council operates a childcare voucher scheme to those employees already in the scheme at 1 April 2018 and subject to prevailing legislation. The council also offers staff access to a package of high street discounts and benefits. This reflects the benefits available to staff in neighbouring authorities so that the council is able to be competitive in recruitment markets.

10.2 Reasonable relocation expenses may be paid for new employees or workplace relocation. Employees are reimbursed for reasonable travel and subsistence expenditure incurred in the course of their work. Subsistence is only paid when travelling outside of the county.

10.3 Worcestershire County Council administers the local government pension scheme on behalf of the council.

11. Approach to payment on ceasing to hold office under or to be employed by the authority

11.1 The council's policy on termination of employment of employees prior to reaching normal retirement age is to base redundancy payments on the statutory calculation multiplied by 1.5.

11.2 The council operates a mutual early resignation scheme (MERS) under which an individual employee, in agreement with the council, chooses to leave employment in return

for a severance payment or, if in the Local Government Pension Scheme and aged over 55, a pension that is not actuarially reduced. It is not a redundancy or a voluntary redundancy.

12. Accountability and decision making

12.1 In accordance with the council's constitution, the employment panel is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements for the chief executive, monitoring officer, section 151 officer, director of public health and corporate directors.

12.2 In accordance with the council's constitution, the chief executive is responsible for decision making in relation to all other employees of the council.

12.3 For those pay accountability matters identified within the Localism Act as being reserved to Council, the employment panel will be the body accountable for formulating recommendations to council. This includes the undertaking of an annual review of this statement before recommending its approval to council as one of the suite of documents council approves as part of its medium term financial strategy. The pay policy statement therefore forms part of the budget and policy framework of the council.

12.4 In addition to approval of this statement, the right of approval of new salary packages for additional posts not listed in this statement over £100,000 is reserved to Council. In such circumstances the employment panel will be the body accountable for developing recommendations to Council.

12.5 In line with [HM Treasury Guidance on Public Sector Exit Payments](#), decisions will be made at full council for any severance package exceeding £100,000. Any decision required for a severance payment over £20,000 and under the £100,000 threshold will be made by the chief executive and the council leader. Any decision on a severance package under £20,000 falls within the scheme of delegation.

13. Publication of and access to information

13.1 After approval by Council, this statement will be published on the council's website. In addition, statutory employees' (chief executive, directors, including the chief finance officer, and monitoring officer) details are disclosed in the council's annual statement of accounts setting out the total amount of:

- Salary, fees or allowances paid to or receivable by the person in the current and previous year.
- Any bonuses so paid or receivable by the person in the current and previous year.
- Any sums payable by way of expenses allowance that are chargeable to UK income tax.
- Any compensation for loss of employment and any other payments connected with termination.
- Any benefits received that do not fall within the above.

NATIONAL JOINT COUNCIL FOR LOCAL GOVERNMENT GRADES: PAY STRUCTURE AS AT 1 APRIL 2023*

**SCP 44 and above are local SCPs*

Grade	SCP	Annual Salary	Hourly Pay Rate
		£	£
02HC	2	22,366	11.59
	3	22,737	11.79
03HC	3	22,737	11.79
	4	23,114	11.98
04HC	4	23,114	11.98
	5	23,500	12.18
	6	23,893	12.38
05HC	6	23,893	12.38
	7	24,294	12.59
	8	24,702	12.80
	9	25,119	13.02
	10	25,545	13.24
06HC	11	25,979	13.47
	12	26,421	13.69
	13	26,873	13.93
	14	27,334	14.17
	15	27,803	14.41
	16	28,282	14.66
	17	28,770	14.91
	18	29,269	15.17
	19	29,777	15.43
07HC	19	29,777	15.43
	20	30,296	15.70
	21	30,825	15.98
	22	31,364	16.26
	23	32,076	16.63
	24	33,024	17.12
08HC	25	33,945	17.59
	26	34,834	18.06
	27	35,745	18.53
	28	36,648	19.00
	29	37,336	19.35
09HC	30	38,223	19.81
	31	39,186	20.31
	32	40,221	20.85
	33	41,418	21.47
	34	42,403	21.98
	35	43,421	22.51

10HC	36	44,428	23.03
	37	45,441	23.55
	38	46,464	24.08
	39	47,420	24.58
11HC	40	48,474	25.13
	41	49,498	25.66
	42	50,512	26.18
	43	51,515	26.70
	44L	52,859	27.40
12HC	45L	54,238	28.11
	46L	55,658	28.85
	47L	57,119	29.61
	48L	58,613	30.38
	49L	60,151	31.18
13HC	50L	61,734	32.00
	51L	63,357	32.84
	52L	65,025	33.70
	53L	66,738	34.59
HoS2	1	83,471	43.26
	2	85,671	44.41
	3	87,929	45.58
HoS1	1	90,249	46.78
	2	92,632	48.01
	3	95,076	49.28

N.B: 01HC SCP1 is illustrated in the NJC pay structure, however, this is not used and there are no staff are paid at this grade or spinal column point

JNC Chief Officer Pay structure 23-24

Grade	SCP	Annual Salary £	Hourly Pay Rate £
HoC1	1	90,249	46.78
	2	92,632	48.01
	3	95,076	49.28
DIR 1	1	114,261	59.22
DIR 2	2	139,465	72.28

Chief Executive Pay structure 23-24

Grade	SCP	Annual Salary £	Hourly Pay Rate £
CEX	1	164,848	85.44

Staff distribution across grades* as at October 2023

The table below demonstrates the distribution of employees across the whole organisation against the council's pay structure. This should not be used in comparison to the table in section 3, which lists roles that the authority is required to report under the definitions of chief officers, non-statutory chief officers and deputy chief officers.



