

The majority of the content is the same, although there has been some re-ordering to better align to the headings in the legislation. It does not include changes to the senior manager remuneration table, nor minor word changes.

<p><b>Added to 2018</b> (Paragraph references relate to 2018 document)</p>	<p><b>2017 wording deleted</b> (Paragraph references relate to 2017 document)</p>	<p><b>Re-worded</b></p>
<p><b>Para 2</b> ...other than reference to pay for bargaining for support staff in locally maintained schools.</p> <p><b>Para 6</b> This also applies to support staff in local authority maintained schools.</p> <p><b>Para 8</b> The terms and conditions of employment for the majority of council employees are determined by the National Joint Council for local authorities.</p> <p><b>Para 9</b> (2<sup>nd</sup> bullet) Centrally employed teachers whose pay and conditions are determined nationally</p> <p><b>Para 13</b> ...or if an internal candidate is appointed on promotion so that a pay rise ensues</p> <p><b>Para 14</b> 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.</p> <p><b>Para 18</b> Honoraria payments are made to recognise either a special contribution an employee has made that is over and above</p>	<p><b>Para 2</b> The purpose of this statement is to provide transparency with regard to the council’s approach to setting the pay of its employees (excluding staff working in schools etc) by identifying the:</p> <ul style="list-style-type: none"> <li>• Methods by which salaries of all employees are determined;</li> <li>• Detail and level of remuneration of the council's most senior staff;</li> <li>• Remuneration of the council's lowest-paid employees; and</li> <li>• Relationship between the remuneration of senior officers and those employees who are not.</li> </ul> <p><b>Para 6</b> In determining its grading structure and setting remuneration levels for all posts, the council takes account of the need to ensure value for money in respect of the use of public expenditure, balanced against the need to recruit and retain employees who are able to meet the requirements of providing high quality services to the community, delivered effectively and efficiently and at times those services are required.</p> <p><b>Para 11</b> In response to the financial challenges facing all councils, since 2013 all employees are required to take two days unpaid leave; this does not affect pensionable pay.</p>	<p><b>Para 5 (2017) amended to para 6 (2018)</b></p> <p>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 HC13. Pay rates above this are locally determined. The pay structure is at appendix 1. The council adheres to the national pay bargaining for local government employees, including any negotiated annual cost of living increases</p> <p><b>Para 17 (2017) amended to para 21 (2018)</b></p> <p>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. The latter is only paid when travelling outside of the county.</p> <p><b>Para 22 (2017) amended to para 11 (2018)</b></p> <p>Lowest paid employees are defined as those paid on full time (37 hours) equivalent salaries on scp10, which is the minimum spinal column point currently in use within</p>

<p>general performance in a role, or where they have temporarily undertaken additional responsibility at a higher grade.</p> <p><b>Para 19</b> Pension enhancements are made in line with the council's LGPS discretions policy.</p> <p><b>Para 20</b> Employees have access to salary sacrifice schemes for bicycles. The council also operates a salary sacrifice for childcare vouchers to those employees already in the scheme at 1 April 2018.</p> <p><b>Para 22</b> Worcestershire County Council administers the local government pension scheme on behalf of the council.</p>	<p><b>Para 14</b> The contract for services budget amount should not be confused with or interpreted as a salary that an interim chief officer would receive through a contract for service arrangement as the budget covers the cost of the service provided, including national insurance, pension contributions and the cost of the agency managing the contract and does not directly relate to the value of the remuneration paid to the individuals carrying out the work.</p> <p><b>Para 15</b> ...for local elections as this is built into the overall salary, although there is an additional payment for national elections at a nationally set rate. Employees who undertake election duties are paid a fee that is set by the returning officer depending on the duties undertaken.</p> <p><b>Para 19</b> ...in accordance with regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 and Regulation 12 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 (as amended),</p> <p><b>Para 21</b> Any officer previously employed by Herefordshire Council in receipt of a severance, redundancy or MERS payment when their employment ceases may not be re-employed by the authority (including under a contract of service or as an agency worker) until a period of at least six months has elapsed, unless required to meet exceptional circumstances (in which case the payment would be claimed back on a pro-rata basis). If an individual does return to the council within one month they would be required to repay any MERS payment in full.</p>	<p>the council's grading structure. The council employs apprentices who are not included within the definition of 'lowest paid employees' as they are on a learning agreement.</p>
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