



## COUNCIL - 6TH MARCH 2018

**SUBJECT: PUBLICATION OF PAY POLICY STATEMENT - LOCALISM ACT 2011**

**REPORT BY: ACTING HEAD OF HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT**

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### **1. PURPOSE OF REPORT**

1.1 To seek approval from full Council for the publication of the Authority's Pay Policy.

### **2. SUMMARY**

2.1 The Localism Act 2011 requires Local Authorities to develop and make public their Pay Policy. This includes all aspects of Chief Officer Remuneration (including on ceasing to hold office), and also in relation to the "lowest paid" in the Council, explaining their Policy on the relationship between remuneration for Chief Officers and other groups.

2.2 The provisions in the Localism Act 2011 which relate to Pay Policy statements only apply to employees directly appointed and managed by the Council. Employees who are appointed and managed by school head teachers/Governing Bodies are, therefore, not required to be included within the scope of Pay Policy statements. This reflects the unique employment legislation position whereby all schools employees are employed by the local authority, but decisions about the appointment and management of such employees are mostly discharged by head teachers/governing bodies, as appropriate.

### **3. LINKS TO STRATEGY**

3.1 The report links to the efficient and effective management of the Council's activities. The remuneration of employees is an integral feature of our People Strategy and frameworks, and is a fundamental feature of the employment relationship.

### **4. THE REPORT**

#### **The Pay Policy Statement**

4.1 The Pay Policy Statement attached contains the full details of the remuneration position for the Council that it is required to publish under legislation.

4.2 The Pay Policy will be published on the Council's Website, and will be available for access by members of the public, press and interested pressure groups.

4.3 It should be noted that the Pay Policy is required to be published on an annual basis, once accepted by Council. There is a requirement under the Localism Act for this to be undertaken before the 31<sup>st</sup> March each year.

- 4.4 To meet the requirement to publish the statement by the 31 March 2018, the Pay Policy presented to Council includes salary details in place in February 2018. National pay negotiations are still ongoing.
- 4.5 The Hutton Review - "Review of Fair Pay in the Public Sector" (2010) – highlighted issues around Senior Pay, and the relativities with others in the organisation. The policy statement publishes these relativities, and CCBC is well within the advisory guidelines provided. The salary utilised for the Chief Executive calculations is the salary of the Interim Chief Executive, and not that of the substantive post holder.
- 4.6 Members will be aware that the Council is currently a Living Wage Employer. The previous Living Wage rate was £8.45 per hour as covered in last year's Pay Policy. With effect from the 1 November 2017 this rate increased to £8.75 per hour.

## **5. WELL-BEING OF FUTURE GENERATIONS**

- 5.1 Having considered the five ways of working, payment of the Living Wage illustrates the Council's commitment to the prevention of poverty.
- 5.2 Long term, this should also support the Council's ability to retain employees.

## **6. EQUALITIES IMPLICATIONS**

- 6.1 There are no direct potential equalities implications of this report, as it is a statement of current arrangements; therefore no specific Equalities Impact Assessment has been undertaken. Any previous changes to terms and conditions have been assessed for equalities issues, as have other reports relating to CCBC employee pay issues such as the Living Wage report.
- 6.2 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation, including:
- The Equality Act 2010, including the requirements specifically in relation to Equal Pay
  - Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
  - The Agency Workers Regulations 2010
  - The Transfer of Undertakings (Protection of Employment) Regulations 2006, where relevant;
  - The National Minimum Wage Act 1998.

## **7. FINANCIAL IMPLICATIONS**

- 7.1 The pay award is still subject to agreement but the latest employer offer is a weighted average increase of 2.2% for both 2018/19 and 2019/20. This latest offer will add £2.387m to the pay bill for the 2018/19 financial year with a risk still remaining that the offer will be rejected.

## **8. PERSONNEL IMPLICATIONS**

- 8.1 The personnel implications arising from the Pay Policy statement and the measures proposed are outlined in the body of the report.

## **9. CONSULTATIONS**

9.1 All consultation responses have been reflected in this report.

## **10. RECOMMENDATIONS**

10.1 Council is asked to agree the attached Pay Policy Statement (Version 7) for publication on the Council's website.

## **11. REASONS FOR THE RECOMMENDATIONS**

11.1 To comply with the legislative requirements of the Localism Act 2011.

## **12. STATUTORY POWER**

12.1 Local Government Act 1972  
Localism Act 2011  
Local Government (Wales) Measure 2011  
Local Government (Wales) Act 2015  
The Council's Constitution.

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Cllr Barbara Jones, Deputy Leader and Cabinet Member for Finance, Performance and Governance

Appendices:  
Appendix 1 Pay Policy Statement – Version 7

## ***Pay Policy Statement***

Version:	<b>Version 7</b>
Policy Ratified by:	<b>Full Council</b>
Date:	<b>6 March 2018</b>
Area Applicable:	<b>All Caerphilly employees (including Agency Workers) except School contracted employees.</b>
Review Year	<b>Financial Year 2018 - 19</b>
Impact Assessed	<b>Yes</b>



A greener place    Man gwyrddach



## INDEX

CONTENT	PAGE NUMBER
<a href="#"><u>1. Introduction &amp; Purpose</u></a>	3
<a href="#"><u>2. Legislative Framework</u></a>	3
<a href="#"><u>3. Scope of the Pay Policy</u></a>	3
<a href="#"><u>4. Pay Structure and Arrangements</u></a>	4
<a href="#"><u>5. Chief Officer Remuneration</u></a>	6
<a href="#"><u>6. Publication</u></a>	8
<a href="#"><u>7. Pay Relativities within the Council</u></a>	8
<a href="#"><u>8. Accountability and Decision Making</u></a>	9
<a href="#"><u>9. Re-Employment</u></a>	9
<a href="#"><u>10. Reviewing the Policy</u></a>	9
<a href="#"><u>Appendix A CCBC NJC Pay Structure</u></a>	10
<a href="#"><u>Appendix B Soulbury Pay Structure</u></a>	11
<a href="#"><u>Appendix C JNC Youth and Community Workers Pay Structure</u></a>	13
<a href="#"><u>Appendix D CCBC Senior Management Pay Structure (Hay) – JNC Staff</u></a>	14
<a href="#"><u>Appendix E All Employee Groups - Main Conditions of Service</u></a>	15
<a href="#"><u>Appendix F – CCBC Election Fees</u></a>	17

## **1. Introduction & Purpose**

- 1.1 Under Section 112 of the Local Government Act 1972 the Council has the power “to appoint officers on such reasonable terms and conditions as the Authority thinks fit”. This Pay Policy statement sets out Caerphilly CBC’s approach to Pay Policy in accordance with the requirements of Section 38 to 43 of the Localism Act 2011. This requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for 2012/2013 and for each financial year after that, detailing:
- a) The Council's policies towards all aspects and elements of the remuneration of Chief Officers (Chief Officers are as defined in para 5.1 of this policy);
  - b) The approach to the publication of, and access to, information relating to all aspects of the remuneration of Chief Officers;
  - c) The Council’s policy on the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
  - d) The relationship between the remuneration of its Chief Officers and other employees.
- 1.2 Guidance regarding these matters has been issued in Wales by the Minister for Local Government and Communities and, in accordance with section 40 (2) of the Act, Local Authorities in Wales must have regard to this Guidance when performing their functions in preparing and approving Pay Policy statements.
- 1.3 This is an update to the previous Pay Policy statement first issued in June 2012, and last updated with Council approval on 7 March 2017. This statement will come into immediate effect once fully endorsed by Council at its meeting on the 6 March 2018.
- 1.4 This pay policy statement needs to be placed in context. Caerphilly County Borough Council is a large complex organisation with a multi-million pound budget. CCBC for 2017/18 financial year has a workforce of almost 9,000 employees and a combined revenue and capital budget for 2017/2018 of nearly £600 million. We are in addition the largest single employer based in the County Borough.
- 1.5 As an employer we have a very wide range of functions and are responsible for the provision of many essential services at a local level. The general approach to employee remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, Welsh or UK national level. The approach also needs to be flexible when required to address a variety of changing circumstances, whether foreseeable or not.

## **2. Legislative Framework**

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes the Equality Act 2010, Part Time Employment (Prevention of Less Favorable Treatment) Regulations 2000, The Agency Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations.
- 2.2 With regard to the Equal Pay requirements contained within the Equality Act 2010, the Council aims to ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

## **3. Scope of the Pay Policy**

- 3.1 The Localism Act 2011 requires local authorities to develop and make public their Pay Policy on all aspects of Chief Officer remuneration (including on ceasing to hold office), and also in relation to the “lowest paid” in the Council, explaining their Policy on the relationship between remuneration for Chief Officers and other groups.

- 3.2 The provisions in the Localism Act 2011 which relate to Pay Policy statements only apply to employees directly appointed and managed by the Council. Employees who are appointed and managed by school head teachers/Governing Bodies are, therefore, not required to be included within the scope of Pay Policy statements. This reflects the unique employment legislation position whereby all schools employees are employed by the local authority but decisions about the appointment and management of such employees are mostly discharged by head teachers/governing bodies, as appropriate.

#### **4. Pay Structure and Arrangements**

- 4.1 Caerphilly utilizes the Greater London Provincial Job Evaluation process, and uses the nationally negotiated pay spine referred to as the National Joint Council (NJC) for Local Government Services, as the basis for its local grading structure. Our localised Pay & Grading structure was achieved through a collective agreement with the Trade Unions, and implemented with effect from the 1<sup>st</sup> of April 2009. In terms of Chief Officers, the council uses the Hay Job Evaluation process which allows the posts to be effectively benchmarked against the internal and external markets, as approved by Cabinet in 2004. This determines the salaries of the large majority of the non teaching workforce, together with the use of other nationally defined rates where relevant.
- 4.2 The Council employs Chief Officers under Joint Negotiating Committee (JNC) terms and conditions which are incorporated in their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of same is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual requirements.
- 4.3 The terms and conditions for Chief Executives are agreed by a separate body i.e. the Joint Negotiating Committee (JNC) for Chief Executives, which also negotiates on a national basis.
- 4.4 In addition to the NJC and JNC arrangements referred to above, the Council recognises other Nationally negotiated arrangements including National Pay Grades under the Soulbury Agreement and the National Pay Grades under the JNC for Youth & Community Workers. The details of these scales are contained in Appendices A – D.
- 4.5 The Council also has in place local agreements achieved via collective agreements with the Trade Unions for these staff groups.
- 4.6 New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary, subject to the approval of Head of Service. 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 necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using appropriate data sources available from within and outside the local government sector and is incorporated in the Market Supplements Policy.

#### **Pay Supplements**

- 4.7 All other pay related allowances are subject to either nationally or locally negotiated rates, that are determined in accordance with collective bargaining machinery and/or Council Policy. In determining its grading structure and setting remuneration levels for all posts, the Council takes account of the need to ensure value for money against the ability to recruit and retain appropriately skilled and experienced employees that can deliver high quality services to the public.
- 4.8 The Council has committed itself to being a Living Wage Employer. The previous Living Wage rate was £8.45 per hour as covered in last year's Pay Policy. With effect from the 1 November 2018 this rate was increased to £8.75 per hour. . The Council will therefore continue to pay the

difference between the relevant Spinal Column Point (NJC SCP's 6 – 14 are affected) as a supplement. This supplement is included in the hourly rate as pensionable pay. This is demonstrated in the Council's NJC Payscale as provided in Appendix A.

### **Honoraria / Acting Up arrangements**

- 4.9 Periodically individuals may be assigned temporary duties or responsibilities over and above their normal role. The Council operates its Acting Up and Honoraria Schemes to ensure that individuals are appropriately remunerated in accordance with the evaluation policy that applies to their terms and conditions.

### **Early Retirement, Voluntary Severance & Redundancy**

- 4.10 The Council has agreed policies in relation to Early Retirement by Mutual Consent, Redundancy and Voluntary Severance. Any cost to the Council for employees to leave its employment with unreduced access to pension (except for compulsory redundancy) must be agreed by the Pensions Compensation Committee i.e. the group of Elected Members with delegated powers to approve such payments. The schemes are in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 and Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007. All these Policies (except compulsory redundancy) are underpinned by the requirement for a robust business case which balances service delivery with cost and with Head of Service, Director, Section 151 Officer and Head of Human Resources and Organisational Development approval. The Policies are all available on the HR Portal via the following links:

<http://sc-aptken1/KENTICO/Departments/HR/Policies-Procedures/Early-Retirement-By-Mutual-Consent-On-The-Grounds.aspx>

<http://sc-aptken1/KENTICO/Departments/HR/Policies-Procedures/Redundancy-Scheme.aspx>

<http://sc-aptken1/KENTICO/Departments/HR/Policies-Procedures/Voluntary-Severance-Scheme.aspx>

- 4.11 The Council is the major employer in the area. Indeed, a majority of the employees who work for the Council live within Caerphilly County Borough. As such, the Council must have regard to its role in improving the economic well-being of the people of the County Borough.
- 4.12 The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy. The Council also has a role in setting a benchmark on pay and conditions for other employers in the area for the same reasons.
- 4.13 The Council is committed to working in partnership with its recognised Trade Unions in relation to all pay and conditions of service matters. The 2009 Collective Agreement to achieve our New Pay & Grading Structure was achieved with the support of our Trade Union partners. We continue to review the impacts of the Medium Term Financial Plan on our workforce.

### **Mileage**

- 4.14 The mileage rate is currently 45p per mile in accordance with the HMRC approved exempt amount.



## 5. Chief Officer Remuneration

### 5.1 Definitions of Chief Officer / Pay Levels

5.1.1 For the purposes of this Pay Policy statement, "Chief Officers" are as defined within Section 43 of the Localism Act. The table below details the current numbers of Chief Officers:

Post Title	Number of posts
Chief Executive	1
Director	3
Head of Service	16 (10 x Grade A 6 x Grade B)

5.1.2 There is currently an interim arrangement in place relating to the post of Chief Executive, which is funded from the core revenue budgets for these posts. There are also other Chief Officers in interim and acting arrangements and these are also funded from existing revenue budgets.

5.1.3 Following the Council meeting on the 17 January 2013, the pay structure for Chief Officers is as follows:-

- The substantive Chief Executive Officer's salary is set at a one off spot salary of £137,000, to remain frozen for the period of the current administration (May 2017). It should be noted that this payment is not in line with the official pay range for the role (see Appendix D), but it is in accordance with the decision made by full Council on 17 January 2013.
- It should be noted that the current Interim Chief Executive was appointed on the first increment point of the approved Chief Executive salary range as per Appendix D;
- Corporate Directors - The salary of the posts falls within a range of four incremental points between £109,555 rising to a maximum of £121,727 per annum;
- Heads of Service (Band A) - The salary of the posts fall within a range of four incremental points between £83,621 rising to a maximum of £92,912 per annum
- Heads of Service (Band B) - The salary of the posts fall within a range of four incremental points between £64,612 rising to a maximum of £71,792 per annum
- No bonus or performance-related pay mechanism is applicable to any Chief Officers' pay.
- The higher band A+ has not been used for the period of the previous administration. The issue of Chief Officer pay has not been revisited in the lifetime of the previous administration. Any future proposal at any time would require a final decision by Full Council.

### 5.2 Recruitment of Chief Officers

5.2.1 The Council's Policy and Procedures with regard to the recruitment of Chief Officers is contained within the Officer Employment Procedure Rules as set out in Part 4 of the Council's Constitution.

5.2.2 The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant Council policies in place at the time of recruitment.

- 5.2.3 Where the Council is unable to recruit a Chief Officer under a contract of service, or there is a need for support for a specific project or to provide cover for a vacant substantive Chief Officer post, the Council will, where necessary, consider engaging individuals under “contracts for service”. These will be sourced through a relevant procurement process (in accordance with standing orders and financial regulations), ensuring the Council is able to demonstrate value for money from competition in securing the relevant service. There are however no current examples of this arrangement.
- 5.2.4 Welsh Government recommends in addition to agreeing the parameters for setting the pay of chief officers, full Council should be offered the opportunity to vote on large salary packages that are to be offered in respect of new appointments in accordance with their agreed pay policy statements. The Welsh Ministers consider £100,000 is the right level for that threshold.
- 5.2.5 For this purpose, salary packages should be consistent with the categories defined for remuneration in the Accounts and Audit (Wales) Regulations 2014. This will include salary, bonuses, fees, allowances routinely payable, any expenses allowance chargeable to UK income tax, the relevant authorities’ contribution to the officer’s pension and any other benefits in kind to which the officer is entitled as a result of their employment.
- 5.2.6 There is a requirement to specifically consult the Independent Remuneration Panel on any future changes to the salary of the Head Of Paid Service (in our case Chief Executive) that is ‘not commensurate with a change to the salaries of the authorities other staff’. The Council is then required to give due regard to their recommendations on the salary of the Head of Paid Service prior to considering any changes.

### **5.3 Additions to Salary of Chief Officers**

- 5.3.1 In addition to basic salary, set out below are details of other elements of Chief Officer remuneration:
- The Council pays a standard mileage rate of 45p pence per mile to Chief Officers (consistent with all other employees) with effect from the 1 July 2015, where the Chief Officer uses his or her private vehicle on Council business. The Council also reimburses any other reasonable expenses, incurred by the Chief Officer on behalf of the Council whilst on Council business, on production of receipts and in accordance with JNC conditions and other local conditions
  - The cost of registration with a regulatory body if there is a requirement to be registered in order to practice and undertake their specific job role. This currently only applies to the post of Head of Legal Services.
- 5.3.2 The Council has a statutory duty to appoint a Returning Officer for specified Elections and Referenda. The post of Chief Executive holds responsibility to be the Returning Officer for the Council for all Elections held within the County Borough. The Returning Officer is personally responsible for a wide range of functions in relation to the conduct of Elections and Referenda and is paid for discharging these functions in accordance with prescribed fees. The prescribed fees for Caerphilly County Borough Elections are attached in Appendix F. Fees for other organisation’s elections are not determined by or paid for by the Council. e.g. the Welsh Government set the fees for their election etc. All the Returning Officer’s payments in any election are publicised as part of the council accounts on an annual basis.

### **5.4 Payments on Termination**

- 5.4.1 The Council’s approach to statutory and discretionary payments on termination of employment of Chief Officers, prior to reaching normal retirement age, is set out within its policy statement in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 [and if adopted] Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution)

Regulations 2007. For clarity the Authority does not provide any augmentation (“added years”) of pension, in its payments on termination.

5.4.2 Any other payments falling outside the provisions or the relevant periods of contractual notice shall be subject to a formal decision made in accordance with the Scheme of Delegation as contained within the Council’s Constitution.

5.4.3 Full Council will be required to approve any severance package in excess of the current threshold determined by Welsh Ministers at £100,000. Members will be advised of any contractual or statutory elements of the severance package, along with the consequences of withholding these from an employment law context.

## **6. Publication**

6.1 This is an update of the Pay Policy Statement. This statement will come into effect, once fully endorsed by Council in March 2017.

6.2 In addition, the Accounts and Audit (Wales) Regulations 2014 require the Authority to disclose the following information in respect of remuneration in its annual Statement of Accounts:

- The number of employees whose remuneration, excluding pension contributions, was greater than £60,000
- The remuneration and the components of remuneration for statutory chief officers and designated head of paid service who have responsibility for the management of the Authority
- The total number and cost of exit packages
- The remuneration ratio between the Chief Executive and the median remuneration of all employees.

## **7. Pay Relativities within the Council**

7.1 The “lowest paid” persons employed under a contract of employment with the Council are employed at the new Living Wage (Foundation) rate of £8.75 per hour. All roles within our grading structure previously paid in accordance with the spinal column point 6 (SCP 6) to spinal column point 14 (SCP 14) of the NJC pay spine for Local Government Services employees, receive a supplement to make the rate £8.75 per hour. As at 1 November 2017, this is £16,881 (Full Time Equivalent Earnings) per annum for a 37 hour standard working week.

7.2 The relationship between the rate of pay for the “lowest paid” employees and the Council’s Chief Officers is regulated by the processes used for determining pay and grading structures as set out in this Pay Policy Statement.

7.3 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton “Review of Fair Pay in the Public Sector” (2010).

7.4 Will Hutton was asked by the UK Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organization. Hutton concluded that the relationship to median earnings was a more relevant measure and the Government’s Code of Recommended Practice on Data Transparency recommends the publication of the ratio between the highest rate of pay and the median average pay of the whole of the Council’s workforce (but excluding teachers and other employees appointed and managed by schools, in the case of local authorities).

- 7.5 The salary utilised for the Chief Executive calculations of all the pay multiple data is £143,949 i.e. the salary of the Interim Chief Executive.

### **Pay Multiple Data**

The data for the Authority is contained in the table below:

<b>Salary Multiple</b>	<b>Ratio</b>
the multiple between the annual salary of the lowest paid Council employee and the Chief Executive (full-time equivalent basis) as a ratio	1 : 8.53
the multiple between the annual salary of the lowest paid Council employee and the average Chief Officer (full-time equivalent basis) as a ratio	1: 5.50
the multiple between median earning of Council employees and the Chief Executive (full-time equivalent basis) as a ratio	1 : 7.15
the multiple between median earning of Council employees and the average Chief Officer (fulltime equivalent basis) as a ratio	1 : 4.61

- 7.6 As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available salary benchmarking information as appropriate.

## **8. Accountability and Decision Making**

- 8.1 In accordance with the Constitution of the Council, the Chief Executive is responsible for decision-making in relation to the recruitment, pay (apart from those detailed in 8.2), conditions of service and severance arrangements for all employees of the Council, except Teachers, as their main pay and conditions of service are determined on a legislative basis by the UK Government.
- 8.2 The Council will set remuneration for the Chief Executive and Chief Officers (as defined in paragraph 5.1.2).
- 8.3 The Council has established a delegated Sub Committee i.e. the Pensions Compensation Committee, to consider any requests by employees to leave the employment of the Council with unreduced access to pension with a cost to the Council (except compulsory redundancy), that are supported by the agreed business case process.

## **9. Re-Employment**

- 9.1 It has been the Council's custom that no Chief Officer, or any other employee, who leaves the employment of the Council on the grounds of early retirement, severance or voluntary redundancy will be later re-employed as an employee of the Council or contracted under a "contract of service" (as per 5.2.3), without the express permission of the Chief Executive in consultation with the Cabinet Member for HR and Governance. Where the re-employment is regarding the post of the Chief Executive or a Chief Officer (as defined in paragraph 5.1.1), this decision will require full council approval.
- 9.2 An exception to this occurs where an employee leaves under an agreed Flexible Retirement arrangement, where their ongoing employment is approved as part of the business case for release of accrued pension benefits.

## **10. Reviewing the Policy**

- 10.1 This Pay Policy outlines the current position in respect of pay and reward within the Council and it will be reviewed at least annually, and reported to the full Council, to ensure that it meets the principles of fairness, equality, accountability and value for money for the authority and its residents.

Appendix A

CCBC NJC Pay Structure – with effect from 1 April 2017

GRADE STRUCTURE		SCP	1 <sup>st</sup> April 2017	Hrly Rate	Living Wage	Living Wage Hourly Rate
	Grade 1	6	£15014	£7.78	£16881	£8.75
Grade 2		7	£15115	£7.83	£16881	£8.75
		8	£15246	£7.90	£16881	£8.75
		9	£15375	£7.97	£16881	£8.75
Grade 3		10	£15613	£8.09	£16881	£8.75
		11	£15807	£8.19	£16881	£8.75
		12	£16123	£8.36	£16881	£8.75
Grade 4		13	£16491	£8.55	£16881	£8.75
		14	£16781	£8.70	£16881	£8.75
		15	£17072	£8.85		
Grade 5		16	£17419	£9.03		
		17	£17772	£9.21		
		18	£18070	£9.37		
Grade 6		19	£18746	£9.72		
		20	£19430	£10.07		
		21	£20138	£10.44		
Grade 7		22	£20661	£10.71		
		23	£21268	£11.02		
		24	£21962	£11.38		
Grade 8		25	£22658	£11.74		
		26	£23398	£12.13		
		27	£24174	£12.53		
Grade 9		28	£24964	£12.94		
		29	£25951	£13.45		
		30	£26822	£13.90		
Grade 10		31	£27668	£14.34		
		32	£28485	£14.76		
		33	£29323	£15.20		
Grade 11		34	£30153	£15.63		
		35	£30785	£15.96		
		36	£31601	£16.38		
Grade 12		37	£32486	£16.84		
		38	£33437	£17.33		
		39	£34538	£17.90		
Grade 11		40	£35444	£18.37		
		41	£36379	£18.86		
		42	£37306	£19.34		
Grade 12		43	£38238	£19.82		
		44	£39177	£20.31		
		45	£40057	£20.76		
Grade 12		46	£41025	£21.26		
		47	£41967	£21.75		
		48	£42899	£22.24		
		49	£43821	£22.71		

Notes:

1. The Living Wage rate applies from the 1 November 2017.

**2. Appendix B                      Soulbury Pay Structure**

<b>EDUCATIONAL PSYCHOLOGISTS – SCALE A</b>	
<b>SPINE POINT</b>	<b>01/09/2017</b>
1	35,731
2	37,545
3	39,359
4	41,171
5	42,984
6	44,797
7	46,504
8	48,211
9	49,810*
10	51,411*
11	52,903*

**Notes:**

1. Pay scales to consist of 6 consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.
2. \* Extension to scale to accommodate structured professional assessment points.

<b>SENIOR &amp; PRINCIPAL EDUCATIONAL PSYCHOLOGISTS - SCALE B</b>	
<b>SPINE POINT</b>	<b>01/09/2017</b>
1	44,797
2	46,504
3	48,211*
4	49,810
5	51,411
6	52,903
7	53,516
8	54,661
9	55,795
10	56,950
11	58,081
12	59,235
13	60,409
14	61,543**
15	62,731**
16	63,908**
17	65,093**
18	66,276**

**Notes:**

1. Pay scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.
2. \* Normal minimum point for the Principal Educational Psychologist undertaking the full range of duties at this level.
3. \*\* Extension to range to accommodate discretionary scale points and structured professional assessments
4. Principals are paid on a 4 point scale 8 - 14 (this includes 3 spa points)

<b>TRAINEE EDUCATIONAL PSYCHOLOGISTS</b>	
<b>SPINE POINT</b>	<b>01/09/2017</b>
1	22,955
2	24,636
3	26,314
4	27,996
5	29,675
6	31,355

<b>ASSISTANT EDUCATIONAL PSYCHOLOGISTS</b>	
<b>SPINE POINT</b>	<b>01/09/2017</b>
1	28,218
2	29,371
3	30,523
4	31,669

<b>EDUCATION IMPROVEMENT PROFESSIONALS</b>	
<b>SPINE POINT</b>	<b>01/09/2017</b>
1	34,067
2	35,287
3	36,439
4	37,606
5	38,767
6	39,928
7	41,148
8	42,321
9	43,689
10	44,908
11	46,112
12	47,277
13	48,597
14	49,773
15	51,073
16	52,248
17	53,426
18	54,582
19	55,775
20	56,391
21	57,575
22	58,607
23	59,744
24	60,762
25	61,851
26	62,914
27	64,001
28	65,102
29	66,207
30	67,309
31	68,402
32	69,512
33	70,623
34	71,761

**Appendix C**

**JNC Youth and Community Workers Pay Structure**

<b>YOUTH AND COMMUNITY SUPPORT WORKER</b>	
<b>SPINE POINT</b>	<b>01/09/2017</b>
2	15,807
3	16,417
4	16,931
5	17,491
6	18,006
7	18,634
8	19,260
9	20,055
10	20,677
11	21,682
12	22,665
13	23,679
14	24,730
15	25,446
16	26,194
17	26,929

<b>YOUTH AND COMMUNITY SUPPORT WORKER</b>	
<b>SPINE POINT</b>	<b>01/09/2017</b>
13	23,679
14	24,730
15	25,446
16	26,194
17	26,929
18	27,670
19	28,404
20	29,141
21	29,969
22	30,907
23	31,820
24	32,737
25	33,662
26	34,585
27	35,511
28	36,446
29	37,375
30	38,304
31	38,930
32	39,961



**Appendix D****CCBC Senior Management Pay Structure – JNC Staff –  
with effect from 1 April 2017**

All of the levels in the grading structure are linked to their evaluation under the Job Evaluation deployed for Senior roles i.e. Hay. This currently comprises of the Chief Executive, Deputy Chief Executive & Directors posts, and 6 further bands from A+ to E. Band A & B are Heads of Service and band C - E covers all other senior posts in the JNC arrangements.

	Increment 1	Increment 2	Increment 3	Increment 4
Chief Executive	143,949	149,275	154,602	159,944
Deputy Chief Executive	121,647	126,148	130,650	135,163
Director	109,555	113,609	117,661	121,727
Band A+ Heads Of Service	93,324	96,777	100,230	103,694
Band A - Heads Of Service	83,621	86,715	89,808	92,912
Band B	64,612	67,003	69,394	71,792
Band C	50,636	52,325	54,011	55,702
Band D	44,912	46,410	47,909	49,403
Band E	40,020	40,937	41,848	42,746

In accordance with the decision of full Council on 17 January 2013:

- there are no Officers employed currently in the Band A+
- the substantive Chief Executive will be employed on a spot salary of £137,000 for the duration of the previous administration (May 2017).

**Appendix E**

**All Employee Groups - Main Conditions of Service**

<b>ANNUAL LEAVE</b>	
<ul style="list-style-type: none"> <li>• Chief Executive &amp; Directors (JNC)</li> </ul>	33 days pa (No access to flexi leave)
<ul style="list-style-type: none"> <li>• Chief Officers (JNC)</li> <li>• NJC</li> <li>• Soulbury</li> </ul>	<p>28 days pa *</p> <p>24 days pa rising to 28 days after 5 years' service.</p> <p>24 days pa rising to 28 days after 5 years' service.</p> <p>Where relevant individual employees are members of the flexible working hours scheme, they are entitled to 6 days flexi leave per 12 week period.</p> <p>*There are four officers who have protected leave at 33 days pa</p>
<ul style="list-style-type: none"> <li>• Youth &amp; Community Workers</li> </ul>	24 days pa rising to 28 days after 5 years' service.
<b>HOURS OF WORK</b>	
<ul style="list-style-type: none"> <li>• Chief Executive (JNC)</li> <li>• Chief Officers (JNC)</li> <li>• NJC</li> <li>• Soulbury</li> <li>• Youth &amp; Community Workers</li> </ul>	Standard working week is 37 hours, unless contractually employed on set hours.
<b>OVERTIME PAYMENTS</b>	
<ul style="list-style-type: none"> <li>• Chief Executive (JNC / Hay)</li> <li>• Chief Officers (JNC / Hay)</li> </ul>	None
<ul style="list-style-type: none"> <li>• NJC</li> <li>• Soulbury</li> <li>• Youth and Community Workers</li> </ul>	<p>All employees who are required to work additional hours beyond the 37 hour working week (or beyond their contracted working pattern that averages a 37 hour working week (e.g. rota/annualized hours) are entitled to receive enhancements at the rate of basic pay at time and a half except for Public and Extra Statutory holidays where basic pay at double time will be paid.</p> <p>Part-time employees are entitled to these enhancements only at times and in circumstances in which full-time employees would qualify. Otherwise a part-time employee shall work a full working week (i.e. 37 hours) before these enhancements apply.</p> <p>Employees required to work on an a Public and / or extra bank holiday as part of their normal working week shall, in addition to the normal pay for that day, be paid at plain time for all hours worked and will, in addition, receive a day's leave in lieu on each day.</p> <p>Employees required to work on a Public or extra bank holiday on</p>

	their rest day shall be paid at double time for all hours worked and will, in addition, receive a day's leave in lieu on each day.
<b>SICK PAY SCHEME</b>	
<ul style="list-style-type: none"> <li>• Chief Executive (JNC / Hay)</li> <li>• Chief Officers (JNC / Hay)</li> <li>• NJC</li> <li>• Soulbury</li> <li>• Youth &amp; Community Workers</li> </ul>	<p>During 1<sup>st</sup> year of service – 1 month's full pay and (after completing 4 months service), 2 months half pay.</p> <p>During 2<sup>nd</sup> year of service – 2 months full pay and 2 months half pay.</p> <p>During 3<sup>rd</sup> year of service – 4 months full pay and 4 months half pay.</p> <p>During 4<sup>th</sup> and 5<sup>th</sup> year of service – 5 months full pay and 5 months half pay.</p> <p>After 5 years' service – 6 months full pay and 6 months half pay.</p>

## Appendix F

### CAERPHILLY COUNTY BOROUGH COUNCIL - LOCAL ELECTION FEES

#### A) RETURNING OFFICERS FEE

For conducting the Election(s) giving the prescribed Notices, preparing and supplying Nomination papers, deciding on validity, appointing and remunerating staff, arranging and / or conducting the Poll, conducting the Count, declaring the result(s), making all necessary returns and generally performing all the duties which a Returning Officer is required to do under the Representation of the People Acts and Regulations – including all payments, disbursements and expenses as may be necessary.

1) <u>CONTESTED ELECTIONS</u>	1/4/2017
For each Electoral Division / Community Ward	£
For each 1000 Electors (or part)	81.55
For next 1000 Electors (or part)	46.39
For every subsequent 250 Electors (or part)	15.67
2) <u>UNCONTESTED ELECTIONS</u>	
For each uncontested Division / Ward	73.92
3) <u>POSTAL VOTES – (Supervision)*</u> to be paid to DRO and or Asst. DRO's	
<p>*NB – in this event no fee should be claimed by the DRO or Asst. DRO's from the clerical fund for these duties.</p>	
Issue (for each paper)	0.32p
<i>(minimum per Division / Ward)</i>	<i>(24.72)</i>
<i>(minimum per casual vacancy)</i>	<i>(71.41)</i>
Receipt (for each paper)	0.32p
<i>(minimum per Division / Ward)</i>	<i>(24.48)</i>
<i>(minimum per casual vacancy)</i>	<i>(72.12)</i>
4) <u>POLL CARDS (Supervision)*</u> to be paid to DRO and or Asst. DRO as above	
Per 1000 or part issued	29.87
<i>(minimum per casual vacancy)</i>	<i>42.24</i>