



Pay Policy Statement 2024

Introduction

This pay policy statement covers the posts of chief executive, chief operating officer, joint director, deputy director and heads of service.

The Localism Act 2011 ('the Act') requires English local authorities to produce a pay policy statement for each year. The Act states that the policy must include the council's approach to pay and a comparison of remuneration between colleagues.

The Act defines remuneration widely, to include pay, charges, fees, allowances, benefits in kind, pension and termination payments.

The pay policy statement:

- must be approved formally by Full Council by the end of March each year
- can be amended during the year

Scope

The Pay Policy Statement applies to the following posts at South Cambridgeshire District Council:

- Chief Executive (Head of the Paid Service)
- Chief Operating Officer
- Joint Director (Greater Cambridge Shared Planning Service)
- Deputy Director (Greater Cambridge Shared Planning Service)
- Heads of Service

Part 1 - Pay and Benefits

1.1 Salary

The 2023/2024 salary scales for the above posts are presented in the table below

| | Pay point £ |
|----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Chief Executive | 124,061 | 127,483 | 130,902 | 134,324 | 137,745 | 141,166 |
| Chief Operating Officer | 101,255 | 104,676 | 108,096 | 111,515 | 114,938 | 118,359 |
| Joint Director | 101,255 | 104,676 | 108,096 | 111,515 | 114,938 | 118,359 |
| Deputy Director | 81,834 | 84,840 | 87,847 | 90,856 | 93,861 | 96,870 |
| Head of Service (Grade 11) | 81,834 | 84,840 | 87,847 | 90,856 | 93,861 | 96,870 |
| Head of Service (Grade 10) | 70,140 | 72,481 | 74,818 | 77,157 | 79,496 | 81,834 |

1.2 Pay Awards

The council has local arrangements for the negotiation of annual pay awards with trade unions formally recognised by the council, namely GMB and Unison.

Reference is made to the nationally negotiated pay award for chief executives, chief officers and other local government employees. The national negotiating bodies are:

- Joint Negotiating Committee for Chief Executives (JNC)
- Joint Negotiating Committee for Chief Officers (JNC)
- National Joint Committee for Pay and Conditions of Service for Local Government (NJC)

The council will also have regard to the Living Wage Foundation hourly rate when it agrees annual pay awards for its colleagues each year. The council, however, does not intend to seek formal accreditation from the Living Wage Foundation.

1.3 Terms and Conditions of Employment

Terms and conditions of employment for the chief executive are determined in accordance with collective agreements, negotiated by the Joint Negotiating Committee for Chief Executives.

Terms and conditions of employment for the chief operating officer are determined in accordance with collective agreements, negotiated by the Joint Negotiating Committee for Chief Officers.

Terms and conditions of employment for the joint director, deputy director, heads of service and all other colleagues are determined in accordance with collective agreements, negotiated by the National Joint Committee for Pay and Conditions of Service for Local Government.

These are supplemented by local collective agreements reached with trade unions formally recognised by the council and by the rules of the council.

1.4 Remuneration on Recruitment

The Council will approve the appointment of the Head of the Paid Service, Chief Finance Officer (Section 151) and Monitoring Officer (statutory appointments) following a recommendation by the Employment and Staffing Committee or sub-committee of the council, which must include at least one member of the Executive. Full Council may only make or approve the appointment of these posts where no well-founded objection has been made by any member of the Executive. The salary on recruitment will be within the current salary range of these posts at that time.

Employment and Staffing Committee or Sub-Committee of the Council, which must include at least one member of the Executive, will appoint a chief operating officer and joint director. An offer of employment as chief operating officer or joint director can only be made where no well-founded objection from any member of the Executive has been received. The salary on recruitment will be within the current salary range of these posts at that time.

Appointment of deputy directors and heads of service is the responsibility of the chief executive or his/her nominee and may not be made by councillors. The salary on recruitment will be within the current salary range of these posts at that time.

Rules governing the recruitment of the chief executive, chief operating officer, joint director and all other colleagues are set out in the Council's constitution in section: Part 4 Rules of Procedure - Officer Employment Procedure Rules.

1.5 Bonus Payments

There are no bonus arrangements payable to the chief executive, chief operating officer, joint director, deputy director or heads of service.

1.6 Progression through Pay Grades

The salary of colleagues within the scope of this policy rises by increments to the top point of their salary grade. If they are not performing to the requirements of their job description and they receive a formal warning for capability their increment will be withheld.

1.7 Salaries over £100,000

The posts of chief executive, chief operating officer and joint director are the only posts that carry salaries of over £100,000.

1.8 Publication of salary data

Salary data for the chief executive, chief operating officer, joint director, deputy director and heads of service is published on the council's website.

For the chief executive, chief operating officer and joint director this includes name, job title, actual salary, expenses and any election fees paid. For deputy directors and heads of service this includes salary by post title. This pay policy statement once approved by Full Council is published on the council's website under Senior Colleagues salaries.

1.9 Expenses

The expenses which may be payable to the chief executive, chief operating officer, joint director, deputy director or head of service (and all other colleagues) are as follows:

- Car/Motorcycle/Bicycle/Passenger allowance – these are stated in the Council's Mileage policy (HMRC rates)
- Re-imbursement of travel and subsistence – this is in accordance with the council's stated policy
- Payments under the eye test scheme as stated within the council's health and safety policy
- One professional subscription per annum

Part 2 Recruitment and Retention Policies

2.1 Market Factor Supplements, retention payments and Golden Hellos

There are occasions when the salary determined by the grading for a post results in an inability to successfully recruit to or retain colleagues in specific posts or occupational areas. This may be due to fluctuations in the job market supply.

These recruitment and retention problems can affect ability to deliver services to our residents. In such cases it may be appropriate to pay a Golden Hello, retention payment and/or market supplement in addition to the salary where there is evidence to justify that market factors are the "material reason" for the post attracting a higher rate of pay than other posts graded similarly. Any Golden Hello, retention payment or additional market supplement will be made in accordance with the council's Golden Hello, Retention Policy or Market Factor Supplement policy.

2.2 Relocation scheme

The council has an agreed relocation scheme (based on HMRC rates and guidance). The scheme is aimed at enabling recruitment to reach a wide pool of talent and to assist successful job applicants to relocate to the area.

2.3 Other Benefits

The council's childcare voucher scheme was closed to new members from October 2018. The scheme has been replaced by a Government tax-free childcare scheme. Colleagues who were members of the childcare voucher scheme prior to the closing date will remain able to use the scheme until such time as they change job or employer

or the council stops supporting the scheme. This scheme is delivered in conjunction with Vivup/Fideliti as the provider.

Colleagues within the scope of this policy are entitled to participate in the council's Cycle for Work scheme whereby colleagues can sacrifice part of their salary to lease cycles for travel to work. The amount sacrificed is exempt for income tax and national insurance contributions and therefore represents a saving for participating colleagues.

Colleagues within the scope of this policy are entitled to participate in the council's Green Car scheme whereby colleagues can sacrifice part of their salary to lease an electric or hybrid car for travel to work. The amount sacrificed is exempt for income tax and national insurance contributions and therefore represents a saving for participating colleagues.

Part 3 Severance Payments and Support

3.1 Severance payments

Severance payments are made in accordance with the council's Organisational Change and Redundancy policy and are calculated in the same way for all colleagues.

Colleagues with more than two years' continuous service will be entitled to redundancy pay in line with local government guidelines and statutory calculations. Where the colleague is entitled to a redundancy payment, the calculation is based on the colleague's actual weekly pay (in line with maximum salary limits).

The council provides career counselling and out placement support for colleagues facing redundancy, this includes job search and interview skills and other individual support.

Settlement agreements will only be used in exceptional circumstances where they represent best value for the council.

Part 4 Pension and Pension Enhancements

4.1 Local Government Pension Scheme

All colleagues within the scope of this policy are entitled to and, receive pension contributions from the Local Government Pension Scheme (LGPS). This is a contributory scheme and colleagues contribute between 5.5 and 12.5% of their salary to the scheme. Changes to the LGPS regulations were implemented in April 2014. This amended contribution rates and changed the scheme from a final salary scheme to a career average (CARE) scheme.

The employer contribution rate is currently 17% i.e. the council contributes 17% of pensionable pay to the pension of a colleague within the pension scheme. The rate of 17% is the same for all colleagues. The rate is reviewed every 3 years following a valuation of the fund by the appointed actuaries.

Part 5 Election Fees

5.1 The Returning Officer

The Returning Officer is the person who has the overall responsibility for the conduct of elections. The Returning Officer is an officer of the council who is appointed under the Representation of the People Act 1983. Although appointed by the council, the role of the Returning Officer is one of a personal nature and distinct and separate from their duties as an employee of the council. Elections fees are paid for these additional duties and they are paid separately to salary.

The chief executive is the council's Returning Officer.

Fees for District elections are set locally and are currently £372.72 per contested ward and £55.20 per uncontested ward. These amounts are unchanged since last year.

The fees for Parliamentary, Police Commissioner and national referendums are set by the Government.

The fees for County Council elections are set by the County Council. The fees for the Combined Authority Mayoral election are set by the combined authority.

Fees for Parliamentary and district elections are pensionable.

Other officers, including senior officers within the scope of this policy, may receive additional payment for specific election duties.

Part 6 Pay Gap Reporting

6.1 Relationship to Lowest Paid Colleagues

The lowest pay grade of the council's pay structure is Grade 1. For this reason, we have chosen colleagues employed (excluding apprentices) in Grade 1 as our definition of the 'lowest paid' for the purposes of this policy. Ratios are based on base salary and do not include other payments such as overtime.

Grade 1 pay values range from £20,187 to £23,195 per annum.

The council, as part of annual pay negotiations in 2022, introduced a minimum hourly rate of £11 per hour and adjustments to pay for the lowest paid were made at this time to reflect the minimum of £11 per hour. Therefore, the annual salary for the lowest paid colleague (excluding apprentices) is currently £23,195 per annum (pro rata for part time).

The chief executive's salary grade ranges from £124,061 to £141,166.

The current ratio between the chief executive's salary and the lowest paid colleague is 1:6.1.

The council does not have a policy on maintaining or reaching a specific pay ratio

between the lowest and highest paid colleagues.

The gender balance of the highest grades (colleagues in post at 31 January 2024) of SCDC earners is 37.5% females to 62.5% males.

6.2 Gender Pay Gap Reporting

In 2017 equality regulations were introduced on Gender Pay reporting. South Cambridgeshire District Council is required to publish information under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The definitions and types of information to be reported are defined in the regulations and to aid understanding the definitions are shown below, together with the data. The council's data was last reported in February 2023 for the year 2021/2022. The mean gender pay gap for 2021//2022 was 10.51% in favour of females whilst the median was 17.68% in favour of females.

Mean Gender Pay Gap based on 2023 figures

This is the difference between the mean hourly rate of pay of male full-pay relevant colleagues and that of female full-pay relevant colleagues. This is shown as a percentage.

The mean gender pay gap is **7.26%** in favour of females.

A **mean** average involves adding all the numbers and dividing the result by how many numbers were in the list.

Median Gender Pay Gap based on 2023 figures

This is the difference between the median hourly rate of pay of male full-pay relevant colleagues and that of female full-pay relevant colleagues. This is shown as a percentage.

The median gender pay gap is **18.12%** in favour of females.

A median average involves listing all the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Median Bonus Gender Pay Gap

The median bonus gender pay gap is not applicable as we do not pay bonuses.

Proportion of Males and Females in Each Quartile Pay Band Based on 2023 figures

This calculation requires an employer to show the proportions of male and female full-pay relevant colleagues in quartile pay bands, which is done by dividing the workforce into four equal parts.

There are four sections (called quartiles) with an equal number of colleagues in each section (or as close as possible to this). The quartiles (from the lowest to highest) are called the lower quartile, the lower middle quartile, the upper middle quartile, and the upper quartile.

| Quartile | Female | Male | Grand Total | Female % | Male % |
|-----------------------|--------|------|-------------|----------|--------|
| Lower Quartile | 39 | 108 | 147 | 27 | 73 |
| Lower Middle Quartile | 96 | 76 | 172 | 56 | 44 |
| Upper Middle Quartile | 101 | 63 | 164 | 62 | 38 |
| Upper Quartile | 89 | 71 | 160 | 56 | 44 |

The mean and median figures above reflect the fact that the Council's workforce in the bottom quartile is mainly male as the council directly employs refuse operatives and drivers in a shared service for two Councils (SCDC and Cambridge City Council).

Since last year the mean gender pay gap has reduced by 3.25% although the median gender pay gap has increased by 0.44%. This can be accounted for by an increase in female headcount compared to male headcount in the second and third pay quartiles compared to last year.

We will review our practices towards promoting equality in employment based on these gender pay gap figures.

7.0 Tax Avoidance

The Council takes tax avoidance seriously and will seek to appoint individuals to vacant positions using normal recruitment procedures on the basis of contracts of employment and, apply direct tax and national insurance deductions from pay through the operation of PAYE.

Where consultants are recruited, the council will seek to avoid contractual arrangements which could be perceived as being primarily designed to reduce significantly the rate of tax paid by that person, such as paying the individual through a company effectively, controlled by him or her.

These principles will be embedded in contract clauses and guidance for managers when employing consultants.

8.0 Re-engagement of former South Cambridgeshire District Council colleagues within the scope of this policy

8.1 Recruitment

All permanent or fixed term posts are advertised in accordance with the council's recruitment policies and appointment is made on merit, in accordance with the rules governing the recruitment of the chief executive, chief operating officer, joint director, deputy director and heads of service set out in the council's constitution in section: Part 4 Rules of Procedure - Officer Employment Procedure Rules.

Interim management appointments are made in accordance with the council's procurement policies and the provisions for contract for services.

8.2 Chief Executive, Joint Director, Deputy Director

The council will not normally re-engage under a contract of services or re-employ any individual who has previously been employed by the Council and, on ceasing to be employed, is in receipt of a severance or redundancy payment or agreement which includes the early release of pension.

9.0 Apprentices

The council engages a number of apprentices. The apprentice roles are either:

- Existing posts within service area structures for colleagues who are identified for development in their current or future roles.
- 2-year fixed term posts funded specifically for apprenticeships.

The range of apprenticeships offered are as follows:

- Level 2 - Customer Service Practitioner
- Level 3 – Business Administration, HR Support, Team Leader/Supervisor
- Level 4 - Associate Project Management, Commercial Procurement and Supply, Chartered Town Planner, PR and Communications Assistant.
- Level 5 – Department/Operations Manager
- Level 6 - Environmental Health Practitioner Degree, Chartered Manager's Degree
- Level 7 - Chartered Town Planner, Senior Leader

10.0 Publication of the Pay Policy Statement

This pay policy statement once approved by Full Council will be published on the council's website.