

By: Gary Cooke – Cabinet Member for Corporate & Democratic Services
Amanda Beer – Corporate Director Human Resources

To: County Council – 26 March 2015

Subject: Localism Act: Openness and accountability in local pay

Classification: Unrestricted

Summary: This paper addresses the actions the Authority is required to make on pay as part of delivering its responsibilities under the Localism Act 2011.

1. Background

- 1.1 A requirement of the Localism Act is to publish the salaries of senior officials, enabling local people to better understand how public money is being spent in their area.
- 1.2 The Act requires a local authority pay policy to be openly approved by democratically elected councilors on an annual basis. The current statement was agreed by County Council on 27 March 2014. During the past year Government guidance was amended and now requires all salaries above £50,000 to be published rather than the previous threshold of £58,200. This adjustment was made and published accordingly on kent.gov.uk.

2. Pay Policy Statements

- 2.1 The Pay Policy Statement for 2015/16 is attached in Appendix 1. In addition to the change to the salary threshold in 1.2 above, the only other proposed change to the statement for the forthcoming year is to recognise the adjustments made to the pay ranges following the application of the pay award for 2015/16. As previously agreed by County Council, the statement relates 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 (PRP) 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
 - (g) the publication of and access to information relating to remuneration of chief officers.

For the purpose of the Localism Act, a Chief Officer in KCC is defined as being at 'Director level'. This includes the County Council's Corporate Directors and Directors.

- 2.2 The provisions do not apply to the staff of local authority schools.

3. Pay Multiple

- 3.1 A pay multiple is calculated in order to measure the difference in pay between the norm and highest salary. The definition of pay multiple as defined in the 'Code of Recommended Practice for Local Authorities on Data Transparency' document is the ratio between the highest paid salary and the median average salary of the authority's workforce. KCC's current Pay Multiple figure is 8.0 : 1, excluding schools staff. This will be updated and published as soon as possible after all appraisal payments have been made in April 2015.

4. Guidance

- 4.1 The policy is compliant with expectations and guidance in the Code of Recommended Practice along with supplementary updates which have been received.

5. Recommendation

- 5.1 County Council endorses the attached Pay Policy Statement.

Colin Miller
Reward Manager
Ext 416483