

Blackpool Council

5 February 2016

To: Councillors Blackburn, Cain, Campbell, Clapham, Jackson, I Taylor and T Williams

The above members are requested to attend the:

CHIEF OFFICERS EMPLOYMENT COMMITTEE

Monday, 15 February 2016 at 9.30 am
in Committee Room B, Town Hall, Blackpool

A G E N D A

ADMISSION OF THE PUBLIC TO COMMITTEE MEETINGS

The Head of Democratic Governance has marked with an asterisk (*) those items where the Committee may need to consider whether the public should be excluded from the meeting as the items are likely to disclose exempt information.

The nature of the exempt information is shown in brackets after the item.

1 DECLARATIONS OF INTEREST

Members are asked to declare any interests in the items under consideration and in doing so state:

(1) the type of interest concerned; and

(2) the nature of the interest concerned

If any member requires advice on declarations of interests, they are advised to contact the Head of Democratic Governance in advance of the meeting.

2 MINUTES OF THE LAST MEETING HELD ON 16 NOVEMBER 2015 (Pages 1 - 4)

To agree the minutes of the last meeting held on 16 November 2015 as a true and correct record.

* **3 CHIEF OFFICER RESTRUCTURE**

(Pages 5 - 10)

The Committee is asked to consider a request from the Deputy Chief Executive for voluntary redundancy as part of the 2016/17 budget reduction proposals and if accepted the resultant changes to the organisations chief officer structure.

(This item contains personal information regarding the appellant which is exempt from publication by virtue of Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972).

4 PAY POLICY STATEMENT

(Pages 11 - 18)

To consider the Council's Pay Policy Statement and to recommend Council accordingly.

Venue information:

First floor meeting room (lift available), accessible toilets (ground floor), no-smoking building.

Other information:

For queries regarding this agenda please contact Mark Towers, Director of Governance and Regulatory Services, Tel: (01253) 477127, e-mail mark.towers@blackpool.gov.uk

Copies of agendas and minutes of Council and committee meetings are available on the Council's website at www.blackpool.gov.uk.

Public Document Pack Agenda Item 2
MINUTES OF CHIEF OFFICERS EMPLOYMENT COMMITTEE MEETING
- MONDAY, 16 NOVEMBER 2015

Present:

Councillor Blackburn (in the Chair)

Councillors

Cain	Clapham	I Taylor
Campbell	Jones	T Williams

In Attendance:

Neil Jack, Chief Executive
Carmel McKeogh, Deputy Chief Executive
Linda Dutton, Head of Organisation and Workforce Development
Lorraine Hurst, Head of Democratic Governance

1 DECLARATIONS OF INTEREST

There were no declarations of interest from members of the Committee. It was noted that the Chief Executive and Deputy Chief Executive would leave the meeting before any matters relating to their grading were discussed.

2 MINUTES OF THE LAST MEETING HELD ON 25 FEBRUARY 2015

The Committee agreed that the minutes of the meeting held on 25 February 2015 be signed by the Chairman as a correct record.

3 CHIEF OFFICER STRUCTURE REVIEW

Members were aware that at the last meeting of the Committee, proposals had been agreed for the Hay Group to undertake a review of the senior management structure, following a series of changes that had taken place over the previous year.

Mr Jack, Chief Executive reported that the work had been undertaken by the Hay Group and that he proposed a new structure, the main points of which were:

- A new post of Deputy Director of People – Children’s Social Care and Early Help which would manage the recently combined Early Help service and social care service and which had been evaluated by the Hay Group as falling with the Chief Officer structure
- The permanent deletion of the Assistant Chief Executive of Built Environment following the secondment of the former postholder to Blackpool Coasting Housing Limited

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- Proposals to consult on the removal of the post of Deputy Director of People – Education, in light of the changes to the education landscape including the conversion of many schools to academies and working with schools on a new approach to interaction between the schools and the Council.

The Committee received a draft updated senior officer structure and Mr Jack highlighted that the proposed pay bands took into account the need to be affordable and contribute towards savings, while allowing the Council to attract and retain individuals with the organisational talent to achieve the Council's aims. He also referred to the need for the positions of Director of People and Deputy Director of People (Children's Social Care and Early Help), to have a market supplement applied as these roles attracted higher than normal market values.

Members noted that the proposed pay bands for each post in terms of the minimum salary were based on the market lower quartile for the equivalent level of responsibility and the maximum salary based on median salaries in a similar respect. It was also noted that structure review did not include the Chief Executive post although the report proposed for the current grade range to be reduced from eight spinal column points to five, to be consistent with other Chief Officer positions.

During the discussion the question of succession planning was raised and it was noted that a Leadership Programme had been in place for the senior managers across the Council in order to develop capacity and to develop thinking at a strategic level. In response to a further question, it was also confirmed that there were no plans to change the post of Statutory Finance Officer (Section 151 officer) and that Mr Steve Thompson would retain this responsibility, given the unitary status of the Council and its structure and operations.

At that point it was:

Resolved: That under Section 100 (A) of the Local Government Act 1972, the public be excluded from the meeting for consideration of matters remaining on the grounds that it would involve the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act.

Members went on to consider more detailed information that was circulated in relation to the proposed deletion of the post of Deputy Director of People – Education and the rationale for change. The Deputy Chief Executive, Mrs McKeogh reported on proposals for the consultation in relation to the position to continue and explained that for chief officers, that would normally be for one month, during which a postholder was entitled to address the Committee and put forward alternative proposals.

Note: At that point the Chief Executive, Mr Jack and Deputy Chief Executive, Mrs McKeogh left the meeting.

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Mrs Linda Dutton, Head of Organisation and Workforce Development then addressed the Committee and outlined the role of Hay in undertaking the review as well as the comparisons made by Hay in terms of the public and not for profit sector.

In response to a question from the Committee in relation to the pay arrangement, Mrs Dutton explained that normal practice would apply in that chief officers would be assimilated to the nearest point on the salary scale to their current grade. She also advised in response to a further question, that the chief officer salaries were not linked to the salary of the Chief Executive but had been based on a job evaluation exercise compared with the public sector pay database.

The Committee agreed:

1. For the revised Chief Officer management structure for the Council to be implemented by the Chief Executive and the proposed resulting impact of that structure on the chief officer pay and grading arrangements to take effect from 1 December 2015.
2. To delete the post of Assistant Chief Executive (Built Environment).
3. To continue consultation regarding the proposed deletion of the post of Deputy Director of People Services – Education and delegate authority to the Chief Executive after consultation with the Director of People to agree terms if appropriate in accordance with standard practice and Chief Officer Employment Procedure Rules, or report back to this Committee if appropriate.
4. To note the deletion of the post of Head of Early Help and Head of Children’s Social Care and confirm the creation of the post of Deputy Director of People – Children’s Social Care and Early Help, as a Chief Officer post, which has been evaluated as within the pay range of chief officer posts in accordance with the council’s pay policy.
5. To refer to Council for ratification the posts of Chief Executive, Director of Public Health and Director of People whose posts in line with the Council’s Pay Policy statement remuneration packages will be over £100,000.
6. To recommend Council to confirm that Delyth Curtis be designated as statutory Director of Children’s Services and Karen Smith statutory Director of Adult Services on a permanent basis.
7. To delegate powers to the Chief Executive to keep under review on an annual basis the need for market supplements that apply to chief officer posts in the Children’s Services department.

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8. To note the comments of Hay with regards to transformation, prevention and commissioning in their report and to ask the Chief Executive to work with the Corporate Leadership Team to determine the most effective way to take the need for focus in these areas forward in the Council's structure given the complex landscape that exists which requires the Council to work in partnership with others in all these areas.

Chairman

(The meeting ended at 6.25pm)

Any queries regarding these minutes, please contact:
Lorraine Hurst, Head of Democratic Governance
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Report to:	CHIEF OFFICERS EMPLOYMENT COMMITTEE
Relevant Officer:	Neil Jack, Chief Executive
Relevant Cabinet Member:	Councillor Blackburn, Leader of the Council
Date of Meeting:	15 February 2016

CHIEF OFFICER RESTRUCTURE

1.0 Purpose of the report:

1.1 The Committee is asked to consider a request from the Deputy Chief Executive for voluntary redundancy as part of the 2016/17 budget reduction proposals and if accepted the resultant changes to the organisations chief officer structure.

2.0 Recommendation(s):

2.1 To approve the voluntary redundancy of the Deputy Chief Executive, Carmel McKeogh effective from the 31 March 2016. This request will deliver on going senior management savings and contribute to the 2016/ 2017 savings proposals.

2.2 To authorise the Chief Executive to seek expressions of interest from the Chief Officers who are line managed by him, to determine who will be designated as the Council's Deputy Chief Executive within the new structure, from 1 April 2016.

2.3 To agree that the Committee undertake an interview process following these expressions of interest and to note that this designation does not entail any additional remuneration.

3.0 Reasons for recommendation(s):

3.1 The objectives of this proposal is as follows:

- Reduce further the overall costs of the leadership structure to the organisation to achieve significant on-going savings.
- Ensure that the leadership structure will meet the current and medium term needs of the organisation and is focused on the priorities of the elected administration.
- Ensure that the structure includes sensible groupings of activities which supports cross Directorate working and avoids duplication of effort.

3.2 The scope of the review included all posts in the current chief officer structure.

3.3 Initial consultation with Members, Chief Officers, members of the senior leadership team who are affected and Trades Unions has taken place and the report provides a position statement to up-date Members with regard to the proposed changes and the costs and savings associated with it, as well as the alignment of services.

3.4 It should be noted that whilst this is another reduction in the Chief Officer cadre which, can be accommodated by the realignment of services, the number of Chief Officers have reduced from 31 in March 2010 to nine, if this request is approved.

3.2a Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

3.2b Is the recommendation in accordance with the Council's approved budget? Yes

3.3 Other alternative options to be considered:

To not approve the voluntary redundancy request.

4.0 Council Priority:

4.1 The relevant Council priorities are

- "The economy: Maximising growth and opportunity across Blackpool"
- "Communities: Creating stronger communities and increasing resilience"

5.0 Background Information

5.1 The Council anticipated that there would be a funding gap of £20 million for the financial year 2016/2017 based on the information available to it at the time. The Provisional Settlement announced in late December 2015, has brought an unexpected additional £5.1m of funding pressures as a result of further Government cuts to the Department for Communities and Local Government Departmental Expenditure Limit and front loading of these cuts over the 4-year Settlement period.

5.2 The Deputy Chief Executive determined at this point that she would put a request to the Chief Executive that he considered a request from her for voluntary redundancy on the basis that her post could be removed. The services she managed could be managed by other members of the corporate leadership team and therefore a saving could be achieved that would be part of the strategy to close the gap.

5.3 The Chief Executive has considered that proposal and is satisfied that such arrangements can be made to restructure the management team and that as a result there will be a significant saving to the authority on an ongoing basis.

5.4 Proposed Changes to the Council's Structure

It is proposed that as a result of removing the Deputy Chief Executives Department from the organisation structure the following restructure would take place from 1st April 2016:

- The ICT function would transfer to the Resources Directorate
- The Business Support function would transfer to the Resources Directorate
- The Health and Safety function would transfer to the Resources Directorate
- The Payroll function would transfer to the Resources Directorate
- The Equality and Community Engagement functions transfer to the Governance and Regulatory Services Directorate.
- The Policy, Performance Management and Communications functions transfer to the Chief Executive.
- The Human Resources function (taking in the Pay and HR Policy function) transfers to the Chief Executive.

In addition, a number of lead roles will transfer from the Deputy Chief Executive to other members of the Corporate Leadership Team, two notable ones are:

- The strategic lead for the Headstart programme and bid will transfer to the Chief Executive.
- The strategic lead for partnerships will transfer to the Director for Governance and Regulatory Services, whose job will be retitled to Director of Governance and Partnerships.

5.5 Further minor changes in the functions managed by Chief Officers may be necessary as these changes embed and impact on the workloads of the Chief Officers that remain. An opportunity will also be taken to look at certain particular functions in the above directorates to see where further resilience and complimentary working can be achieved and changes made to the structure which supports this.

Does the information submitted include any exempt information? No

List of Appendices:

Appendix 3(a) – Redundancy Costs and Savings

6.0 Legal considerations:

6.1 Employment law has been adhered to in respect of handling these issues at all times.

7.0 Human Resources considerations:

7.1 These are contained in the report.

8.0 Equalities considerations:

8.1 The change to the Chief Officer Structure of the organisation has little impact on the workforce profile as the numbers are very small.

9.0 Financial considerations:

9.1 The costs and savings associated with this proposal are an exempt item and are attached at Appendix 3(a).

10.0 Risk management considerations:

10.1 The Chief Executive is satisfied that careful consideration of the risk has been undertaken and the proposed restructure reflects this.

11.0 Ethical considerations:

11.1 None.

12.0 Internal/ External Consultation undertaken:

12.1 Initial consultation with Members, Chief Officers, members of the senior leadership team who are affected and Trades Unions has taken place.

13.0 Background papers:

13.1 None.

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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Report to:	CHIEF OFFICERS EMPLOYMENT COMMITTEE
Relevant Officer:	Neil Jack, Chief Executive
Relevant Cabinet Member:	Councillor Blackburn, Leader of the Council
Date of Meeting:	15 February 2016

PAY POLICY STATEMENT

1.0 Purpose of the report:

- 1.1 To consider the Council's Pay Policy Statement and to recommend Council accordingly.

2.0 Recommendation(s):

- 2.1 That the Council be recommended to approve the Pay Policy Statement, as set out in the report.

3.0 Reasons for recommendation(s):

- 3.1 The Council has a duty to agree a pay policy statement before 31 March each year.

- 3.2a Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

- 3.2b Is the recommendation in accordance with the Council's approved budget? Yes

- 3.3 Other alternative options to be considered:

The Council has a duty to agree a pay policy statement and the proposed one is consistent with the guidance from the Department of Communities and Local Government.

4.0 Council Priority:

- 4.1 The relevant Council priorities are:

- "The economy: Maximising growth and opportunity across Blackpool"

- “Communities: Creating stronger communities and increasing resilience”

5.0 Background Information

5.1 The Council is required to produce a pay policy statement, which must be in place for the year 2016/ 2017 and have received full Council approval before the start of that financial year.

5.2 The statement must set out the Council’s policy on:

- i. Chief Officer Remuneration (at recruitment, salary, bonus, performance related pay, charges, fees, allowances, benefits in kind, enhancement to pension at termination).
- ii. Remuneration of its lowest paid employees (elements as above), the definition used for this group and the reason for adopting that definition.
- iii. The relationship between chief officer remuneration and that of other staff. This however is a minimum requirement and Councils can do more if they so wish.

5.3 The guidance from the Department for Communities and Local Government has added that they expect the policy statement to cover:

- i. The opportunity for full Council to vote on senior remuneration packages with a value over £100,000 prior to an offer of appointment being made.
- ii. Policies should explain the planned relationship between Chief Officer remuneration and that of other staff and the ratio between the highest paid and median salary that the authority aims to achieve and maintain.
- iii. The value of the system of earn back pay with an element of their basic pay at risk each year to be earned back through meeting pre-agreed objectives.
- iv. Any decision that the Authority takes in relation to the award of severance to an individual Chief Officer.
- v. An explicit statement on whether or not they permit an individual to be in receipt of a pension in addition to receiving a salary.
- vi. Policies to deal with those who may have returned to the authority under a contract of service of any type having already received a severance or redundancy payment.

- 5.4 In addition to this guidance, it should be noted that the recommended practice for Local Authorities on data transparency states that the Council should disclose publicly:
- i. Employees salaries (that earn £50,000 and above). This includes disclosing their names, details of their remuneration, a list of responsibilities, for example, the services and functions they are responsible for, budget held and number of staff.
 - ii. An organisation chart.
 - iii. The pay multiple, which is the ratio between the highest paid salary and the median average salary of the whole authority's workforce.

5.5 The Pay Policy Statement is attached at Appendix 4(a). Central to the statement is recognition that it is acknowledged that jobs have a value in terms of scope, specialist skills and knowledge, size and impact and the Council uses equality tested job evaluation schemes to ensure that this is done correctly and applied to an appropriate pay scale. Beyond that, the Council's employee benefits policies are universally applied wherever possible and the financial arrangements for all employees leaving the organisation for whatever reason are based on the same principles regardless of grade.

5.6 It is likely that a revision to this policy will be required during the municipal year 2016/ 2017 in light of a number of changes proposed by the Government to the terms and conditions of public sector workers. The appropriate changes to the policy will be applied when further guidance is provided and the statement represented to Council.

Does the information submitted include any exempt information?

No

List of Appendices:

Appendix 4(a) – Draft Pay Policy Statement.

6.0 Legal considerations:

6.1 All legal duties concerned with this matter have been included in the Statement

7.0 Human Resources considerations:

7.1 The Council's Pay Policy statement covers Chief Officer Remuneration in various forms and also its relationship with that of other staff.

8.0 Equalities considerations:

8.1 The Council has gone through a pay review process and as part of that review, it has introduced two robust job evaluation schemes, which are designed to ensure fairness and equity in terms of pay. These schemes and the desire to ensure fairness and transparency around pay form the basis of the Council's Pay Policy Statement. The Council complies with the recommended practice for Local Authorities on data transparency already.

9.0 Financial considerations:

9.1 No changes to the Council's financial arrangements have been made as a result of the introduction of this statement.

10.0 Risk management considerations:

10.1 The most significant risks around pay relate to the increased costs of employment and balancing the need to pay an appropriate salary that will mean that the roles the Council needs to fill to discharge its duties as a Local Authority can be filled by skilled, appropriately qualified staff. To mitigate against the first risk the Council ensures that its budgets are managed effectively and to deal with the second risk, there is a policy to deal with market supplements if they can be objectively justified.

11.0 Ethical considerations:

11.1 The Council's values of accountability are important in this report in that the Council is stating its pay rationale.

12.0 Internal/ External Consultation undertaken:

12.1 Consultation has previously taken place with Trade Union Representatives on the policies referred to in the pay policy statement.

13.0 Background papers:

13.1 None

Blackpool Council - Pay Policy Statement

Summary Statement

Blackpool Council is committed to paying all its employees appropriately and fairly using recognised job evaluation schemes that have been tested to ensure that they are free of gender and any other bias. The pay scales for employees at all levels are in the public domain and the Council complies with requirements to publish data on senior salaries and its entire pay scale in the interests of transparency.

In determining the pay and remuneration of all its employees, the Council will comply with all relevant employment legislation. This includes legislation such as the Equality Act 2010; Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000; and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations.

As far as possible all Council policies that relate to employment benefits are universally applied unless there is a specific contractual or business reason why they should be limited to a certain group of employees.

Basic Pay

All employees including Chief Officers basic pay is based on job evaluation processes that use the NJC scheme for posts graded at G and below and the Hay scheme for posts graded H1 and above.

Both of these schemes have been tested to ensure that they are free from gender and any other bias and the use of these schemes has been agreed with the relevant recognised trade unions.

Job evaluation panels made up of trade union and management representatives, sit on a regular basis to evaluate posts which in turn produces a score and a grade. At the cross over of the two schemes there is a protocol for assessing whether the post should be dealt with under the Hay or the NJC scheme. Periodically, the Council uses the services of experts in the two schemes to assist with the evaluation of posts, provide training for staff and monitor the appropriateness of the senior pay line relative to the market.

The Council adopts the national pay bargaining arrangements in respect of the establishment and revision of the national pay spine, for example, through any agreed annual pay increases negotiated with joint trade unions.

Living Wage

In order to support the lowest paid workers in the Council, from April 2013, the Council introduced the Joseph Rowntree Living Wage supplement for Council employees whose total hourly rate is currently less than £7.85. The Council, as an accredited employer to the Living Wage Foundation, has taken into account that the hourly rate will rise from £7.85 and to £8.25 in 2016. The normal job evaluation processes will continue to determine the grade of posts in the Council. This will not

include employees in maintained schools where pay is a matter for the relevant Governing Body.

Apprentices are paid at the National Living Wage during their apprenticeship period.

Market Forces Supplements

Market forces supplements are only paid to employees including chief officers in exceptional circumstances and in accordance with the strict controls in the Council's Market Forces Policy. Any such payments are reviewed annually to ensure they remain valid.

Incremental Progression

Progression through the grade for permanent and temporary employees is only possible upon completion of satisfactory service and in line with the NJC Terms and Conditions as described in the Green Book. Chief Officers are required to demonstrate that they have achieved or exceeded their objectives in order to progress through the grade and a scheme is in place to monitor that.

New Appointments

Appointment to new posts are usually made at the bottom of the grade except in exceptional circumstances where the most suitable candidate can evidence that such an offer would not reasonably be acceptable to them and the Council is satisfied that market conditions require the appointment to take place at a higher point than the minimum.

All Chief Officer appointments are dealt with by the Chief Officer Employment Committee, using the normal recruitment procedures and options with appointments made to posts with a remuneration package of more than £100,000 being ratified by full Council.

Overtime and Additional Hours Payments and Premium Payments

Contractual overtime and additional hours are paid in accordance with the NJC Terms and Conditions as described in the Green Book.

Non contractual, voluntary overtime, additional hours payments are paid in accordance with the Council's Pay Review Booklet.

To meet specific operational requirements it may be necessary for an individual to temporarily take on additional duties to their identified role. The Council's arrangements for authorising any additional remuneration, e.g. honoraria, ex-gratia, 'acting up', relating to temporary additional duties are set out in the Council's Pay Review Booklet

Chief Officers are not paid overtime, additional hours payments or premium payments.

All other pay related allowances are the subject of either nationally or locally negotiated rates, having being determined from time to time in accordance with collective bargaining machinery or through contractual changes.

Honoraria Payments

Subject to certain conditions, employees, with the exception of the Chief Executive and Chief Officers, who are temporarily required to undertake some or all of the duties of a higher graded post are eligible to be paid an honorarium. Details of the scheme can be found in the Council's Honoraria Procedure.

Bonus Payments and Earn Back Schemes

No employees, including Chief Officers in the Council are in receipt of bonus payments or subject to earn back schemes where employees give up some salary to earn it back upon completion of agreed targets.

Relationship between the Highest and the Lowest Paid

The Council is committed to paying employees based on the recognised job evaluation schemes detailed above. It is the application of these schemes that creates the salary differentials. Pay rates for each grade are published on the Council's website.

Relationship between the Highest Paid Employee and the Median Salary

The relationship between the highest paid employee and the median salary will be calculated on an annual basis and published on the Council's website alongside the information provided regarding senior managers salaries.

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 benchmark information as appropriate, for example Epaycheck. In addition, upon the annual review of this statement, the Council will monitor any changes in the relevant 'pay multiples' and benchmark against other comparable local authorities.

Charges, Fees and Allowances

The Travelling, Subsistence and Related Expenses Policy apply to all employees including Chief Officers.

The reimbursement of professional fees for certain occupational groups is covered by the Personnel Code and applies to all relevant employees regardless of grade.

All other allowances paid to employees regardless of grade are detailed in the Council's Pay Review Booklet.

Chief Officers do not receive additional allowance payments.

Pension

Where employees have exercised their statutory right to become members of the Local Government Pension Scheme, the Council is required to make a contribution to the scheme representing a percentage of the pensionable remuneration due under the contract of employment of that employee. The rate of contribution is set by Actuaries advising the Lancashire Pension Fund and reviewed on a triennial basis in

order to ensure the scheme is appropriately funded. The employer contribution rates are set by statute and are available from the Payroll Team.

Electoral Fees

The Chief Executive is the Council's appointed Returning Officer and is personally (not corporately) liable for the management of elections and referendums. The fee payable to the Returning Officer for a European, UK Parliamentary and any other election or referendum organised nationally is set and paid for from Central Government. The fee payable to the Returning Officer for a local election, (which is held every four years) is the same as the fee set nationally for an equivalent election/ referendum, which is run on the local authority boundary.

For a local by-election the Returning Officer's fee is 10% of the fee for a full local election. Other fees paid to employees appointed by the Returning Officer for a local election are paid by the returning Officer, against fees set by the Council.

Redundancy Payments, Severance Payments and Retirement

All employees including Chief Officers are entitled to redundancy payments and pension release in accordance with the Council's Redundancy and Retirement Procedure. Where the proposed severance payment, including salary paid in lieu, redundancy compensation, pension entitlement, holiday pay and any other fees or allowances paid to an employee, is more than £100,000, the decision will be ratified by full Council.

Termination Payments

In exceptional circumstances the Council may make a termination payment to an individual under a compromise agreement. Such agreements protect the Council where there is a risk of high financial impact and/or damage the Council's business or reputation. Payments are authorised by the Chief Executive or his delegated Officers. In the event a compromise agreement involved the Chief Executive or a Chief Officer, where the payment exceeds £100,000, the decision would be made by the Council based on a recommendation from the Chief Officers Employment Committee

Scope

This Pay Policy Statement applies to all Council employees. Employees whose terms and conditions of employment have been retained following a TUPE transfer (Transfer of Undertakings Protection of Employment) and are subject to the TUPE Regulations may be excluded from this policy.