
Pay Policy Statement – April 2018

Change History

Version	Date	Description	Change ID
1	April 2012	First publication	
2	April 2013	Second publication	
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4	April 2015	Fourth publication	
5	April 2016	Fifth publication	
6	April 2017	Sixth publication	
7	April 2018	Seventh publication	

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Note that in this draft (dated 18/01/18) the type in red italics will be amended when the new pay rates for 2018 are implemented.

1. Purpose

- 1.1 This document covers the requirements to publish a pay policy statement under s38 of the Localism Act 2011. This Pay Policy Statement does not apply to employees working within schools.
- 1.2 Full Council has approved the Pay Policy Statement.

2. Definitions used in this document

2.1 Chief Officers (as defined in s43 of the Localism Act):

- 2.1.1 Chief Executive
- 2.1.2 Corporate Director (Communities)
- 2.1.3 Corporate Director (Environment)
- 2.1.4 Heads of Service
- Head of Legal Services (Monitoring Officer)
 - Head of Finance and Property (Section 151 Officer)
 - Head of Education
 - Head of Human Resources
 - Head of Strategic Services
 - Head of Customer Services and ICT
 - Head of Public Health and Wellbeing
 - Head of Transport and Countryside
 - Head of Public Protection and Culture
 - Head of Development and Planning
 - Head of Children and Family Services
 - Head of Prevention and Safeguarding
 - Head of Adult Social Care
 - Head of Commissioning

2.2 Employees who are not chief officers: all other employees (including those employed on a casual basis) employed directly by the Council.

This policy does not cover the remuneration of other 'workers' employed by the Council, as employees of agencies or as self-employed consultants.

2.3 Lowest paid employee: minimum of £7.88 per hour plus a 'living wage supplement': a total of £8.75 per hour. Notes on this definition are set out below:

- 2.3.1 Any employee whose basic hourly rate is below the 'Living Wage' calculated by the Living Wage Foundation receives a supplement to take the hourly rate up to £8.75 per hour.

2.3.2 Apprentices aged 16-18, may be paid on the age-related National Minimum Wage. The Apprentice NMW rate is not used. Apprentices have been excluded from this definition on the basis that they are in specific posts created for training purposes.

2.4 **Median salary:** £27,667 (full time equivalent). This is a measure of the 'average' salary for employees in the Council. It is defined as the 'midpoint' salary, such that there is an equal probability of falling above or below it.

2.5 **Mean salary:** £29,548 (full time equivalent). This is an alternative measure of the 'average' salary for employees in the Council. The arithmetic mean is defined as the sum of all the salaries divided by the number of salaries.

2.6 **Highest paid employee:** the Chief Executive is paid £136,100 plus £5,000 car allowance per annum = £141,100.

3. Pay Policy from April 2018

3.1 All jobs within the Council are paid on salary grades with five or more incremental points.

3.2 Job evaluation – employees below grade N

3.2.1 The Hay (Local Government) job evaluation scheme is used to establish the grade for each post relative to all other jobs within the Council. The job evaluation procedure is used to evaluate all new jobs and to re-evaluate existing jobs where there have been significant changes.

3.2.2 All jobs are assigned to a grade within the West Berkshire Council salary structure on the basis of the job evaluation score. The individual salary scale points are based on the National Joint Council for Local Government Employees (Green Book) salary scale.

3.3 Salary structure – employees on Grade N and above

3.3.1 Heads of Service are all paid on Grade N. They constitute the second tier of management and may be allocated new responsibilities as required to meet the needs of the Council at this level, within their grade. Heads of Service report to either a Corporate Director or the Chief Executive.

3.3.2 An additional targeted recruitment payment up to a maximum approved by the Executive may be payable to the role of Head of Children and Family Services to enable effective competition in the recruitment market when recruiting. If applied, this payment will be reviewed every five years to ensure it remains objectively justifiable.

3.3.3 Corporate Directors are paid on the Corporate Director grade and the Chief Executive is paid on a specific grade for this post. All three may be allocated new responsibilities as required to meet the needs of the Council within their grade.

3.4 Salary on appointment – all employees

- 3.4.1 Appointments will normally be made to the minimum point of the grade. Managers may take into account the previous experience and skills of the employee to offer appointment above the salary minimum for the post.

3.5 Incremental progression – all employees

- 3.5.1 Each employee progresses through the grade band for the post by the award of one increment (or spinal column point (SCP)) on 1st April each year until the maximum of the grade band is reached, subject to six months service in the grade band (whether that band has been attained by appointment, promotion or regrading) and satisfactory performance in the job.
- 3.5.2 Any existing employee who is appointed to a new post within the Council whose salary, on 1st April, would otherwise be less than one column point in excess of the salary they would have received on that day in their old grade band, will be entitled to an increment on that day even if he/she has not been 6 months in the new post, subject to satisfactory performance.
- 3.5.3 An increment may be withheld if an employee is subject to formal disciplinary or capability procedures during the year leading up to the 1st April.
- 3.5.4 An additional increment may be awarded in any one year to an employee, at the discretion of the Head of Service, on the grounds of special merit or ability, provided the maximum of the grade is not exceeded.

3.6 Additional payments – all employees

- 3.6.1 Additional payment may be made for additional hours, overtime, undertaking higher responsibilities, and for non-standard working arrangements such as stand-by or evening work, or for exceptional working conditions. See Appendix 2 for details.
- 3.6.2 Car allowance payments for new senior managers ceased to be paid from November 2007. Some senior employees who were already in receipt of such allowances continue to receive them on a protected basis whilst in post.
- 3.6.3 Essential car users (defined as those who travel at least 1,500 business miles per annum or for whom a car is essential for the performance of the job) receive an allowance.
- 3.6.4 All employees can claim expenses for essential business travel at the rate of the cost of public transport, or a mileage rate. Subsistence expenses may be claimed at the rates recommended by HMRC.
- 3.6.5 The Council does not operate a separate bonus scheme for its Chief Officers. With the exception of the targeted recruitment payment mentioned in 3.3.2 above no other charges, fees or allowances or

remuneration are payable to Chief Officers in connection with their responsibilities.

- 3.6.6 Fees for Returning Officer duties during elections are payable to the Chief Executive. Fees for national elections are set by central Government and vary according to the type of election. Fees for local elections (parish and district elections) are set by the Council and are currently under review.
- 3.6.7 There are no benefits in kind, such as private health insurance, payable to Chief Officers.
- 3.6.8 Chief Officers are eligible to join the Local Government Pension Scheme in the same way as other employees.

3.7 Severance arrangements

- 3.7.1 Chief Officers are subject to the same redundancy payment and pension arrangements as other employees. These are set out in the Council's [Employer Statement of Policy on Discretionary Compensation](#) and the [Employer Statement – Local Government Pension Scheme Discretions Policy](#).)
- 3.7.2 All redundancy or severance costs (including the cost of mandatory early payment of pension) of over £10,000 must be approved by the Executive.
- 3.7.3 An employee who has left the Council, with a redundancy or other severance payment under the discretionary compensation scheme, will not normally be re-engaged by the Council within two years of the termination date. In exceptional circumstances the Head of Human Resources may make a decision, after consultation with the Chief Executive, the Monitoring Officer, the Section 151 Officer, and the Leader and Shadow Leader of the Council, to authorise re-engagement where it is in the interests of the Council to do so. (See the [Re-Employment Policy](#).)

4. Pay ratios in the Council

- 4.1 It is the Policy of the Council to ensure that the ratio of the salary of the highest paid officer and the lowest paid officer is well below the 20:1 ratio recommended as a maximum in the terms of reference for the 2011 Hutton Review of Fair Pay in the Public Sector.
- 4.2 As at 1st April 2018, pay ratios within the Council stand as follows:
 - *Highest:lowest = 8.66:1*
 - *Highest:median = 5.1:1*
- 4.3 This is based on the following salary packages:
 - Highest paid (maximum CX including car allowance) = *£141,100*
 - Lowest paid (minimum *grade A*) = *£16,302* (including living wage supplement)

- Median (average excluding car allowances) = £27,667

5. **Review**

This policy will be reviewed at least annually and more frequently if necessary to respond to any changes.

Appendix 1 Local Government Pay Rates - 1st April 2017

Note the new scale for 2018 will be inserted once it has been agreed

* denotes SCPs that fall below the living wage, so receive a supplement to bring their pay up to £8.75 per hour.

<u>Grade</u>	<u>SCP</u>	<u>Salary</u>
A	3	-
	4	-
	5	
	6*	15014
B	7*	15115
	8*	15246
	9*	15375
	10*	15613
C	11*	15807
	12*	16123
	13	16491
	14	16781
D	15	17072
	16	17419
	17	17722
	18	18070
E	19	18746
	20	19430
	21	20138
	22	20661
F	23	21268
	24	21962
	25	22658
	26	23398
G	27	24174
	28	24964
	29	25951
	30	26822
H	31	27668
	32	28485
	33	29323
	34	30153

I		35	30785
		36	31601
	J	37	32486
		38	33437
		39	34538
K		40	35444
		41	36379
	42	37306	
	43	38237	
	44	39177	
	45	40057	
	L	46	41025
		47	41967
		48	42899
		49	45113
M		50	47361
	51	49074	
	52	50780	
	53	52504	
	54	53256	
	55	55291	
	56	57320	
	57	59350	
	N	61	66190
		62	67714
63		69996	
64		72287	
65		74558	
	66	76846	
	67	79126	
	68	81414	
	Corporate Directors	72	94087
		73	96572
74		99065	
75		101551	
76		104040	
	77	106537	
	Chief		127327

	Executive
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130253

133178

136100

Appendix 2 – Additional Payments Scheme

Criteria for making service related additional payments

5.1 The scheme provides for additional payments to be made where:

- There is a clear service need to resolve organisational and/or staffing difficulties;
- Other organisational responses (e.g. restructuring or re-allocation of work) will not overcome the difficulties;
- No other provision exists for payments to be made under WBC Conditions of Service;
- Costs can be contained within service budgets;
- The relevant Corporate Director is satisfied that payments are necessary and appropriate in all the circumstances.

If the above criteria apply, and other conditions and criteria are met (see sections below) additional payments may be made at the discretion of the Head of Service.

Payment for Exceptional Working Patterns

The normal working week will be the working week or regular work pattern defined in the contract of employment, normally based on any five named days out of seven.

Some jobs require regular working patterns which, because of service demands, are particularly disruptive to social or domestic life and these jobs may therefore present difficulties of recruitment and retention e.g. week end working, split duty or sleeping in.

Others may require acceptance of occasional severe disruption to regular work patterns which are not commonly acceptable under normal basic pay arrangements. Where there is clear evidence that such circumstances present service delivery problems, additional payments, based on a maximum of time and a third of basic pay may be made at the discretion of the Head of Service.

Payment for night work

Time and a third may be paid for night work undertaken between the hours of 10pm and 6am.

Payment for stand-by duty

For some jobs, where stand-by duty is a regular requirement, specific stand-by payments may be written into the employment contract. The Head of Human Resources or the relevant Head of Service will advise where these apply.

Where there is no contractual requirement or payment for stand-by duty, and stand-by duty is not reflected in the grading of the post, payment of one third of basic pay may be paid. Payment will be at the discretion of the Head of Service.

Payment for higher responsibility

WBC Conditions of Service provide for an employee, who for reasons other than annual leave of another employee, is called upon to undertake the duties and responsibilities of a higher graded post for a period of at least four weeks may, at the discretion of the Head of Service, receive an honorarium to reflect the additional duties and responsibilities.

In determining the appropriate level of additional payment, the Head of Service should take into account factors like:

- The difference between grading between the absent employee and the employee providing cover
- The duration of the period of absence
- The level of support provided to the covering employee
- Arrangements relating to the employee's normal duties;

Although not normally provided for in WBC Conditions, Heads of Service may, exceptionally, make additional payments to employees covering for absence resulting from annual leave. The above criteria are relevant in deciding to make payments in these circumstances, in particular, the duration of cover and the difference in grading.

Payment for Regular Overtime

Some jobs require regular overtime working that cannot, practicably, be compensated by time off in lieu. These jobs may be held by employees above the normal ceiling for overtime payment (scp32).

Where regular overtime is a feature of the job (e.g. regular requirement for attendance at evening Council and/or Committee meetings), the Head of Service may agree the payment of a flat rate allowance that reflects the regular nature of the demand and the normal basis for calculating additional payments (time and one third).

Payment for Exceptional Working Conditions

WBC job evaluation takes account of physical aspects of jobs where they are a regular feature e.g. heavy and awkward working conditions. Normal pay reflects the conditions of such jobs. However, in some jobs such conditions may occur only occasionally and will not, therefore, be reflected in grading.

In other jobs, employees may be required, from time to time, to work in particularly dirty or otherwise unpleasant circumstances.

Where job grading has not taken exceptional working conditions into account, additional payments may be made. Where the exceptional conditions extend over a period of time, payment of time and a third for hours worked in those conditions will be appropriate. In the case of a short, one-off situation, a payment for Other Exceptional Circumstances, as described below, may be paid.

Payment for election duties

Election fees are payable to some staff as and when elections are held for National Elections. The fees are set by HM Government and vary according to type of election

Payment for Other Exceptional Circumstances

From time to time, other exceptional circumstances may arise that merit an additional payment e.g. short and unusual exposure to particularly unpleasant work conditions, reward for a sustained period of particularly heavy increased responsibility, or exceptional achievement. In such circumstances, an additional payment may be made. Although not a limit in truly exceptional circumstances, the normal ceiling of time and a third for additional payments should be taken into account when determining an appropriate additional payment.

Payment for Emergency Operations Centre (EOC) work

Where the Emergency Operations Centre (EOC) is set up to respond to an emergency, staff carrying out EOC work will be paid as follows:

- All hours worked on EOC duties outside 0800 to 1700 Monday to Friday will be paid at £15 per hour.
- Full time employees working the day shift (8am to 4pm) will receive an honorarium payment of £30 for each day shift worked.
- Part time employees working extra hours on the day shift will be paid £15 per hour for each additional hour worked in addition to the £30 honorarium payment for each day shift worked.
- The hours paid will include the time it takes to come in and go home if the employee would not have had to make this journey in normal circumstances (for example travelling back in for a midnight start or travelling at weekends). However employees cannot claim 'petrol costs'.
- These payments are payable to all employees regardless of grade.

Where employees who have worked weekends, late or night shifts would prefer to take the extra hours they worked as time off in lieu (TOIL) rather than receive £15 per hour they should inform HR by email.

Staff who had booked annual leave but come in for a day shift should swap their leave to another day. If the EOC work occurs towards the end of an annual leave period, and as a result, there is a need to carry forward leave after the end of the leave year, the employee should agree this with his/her line manager. The employee will receive the £30 honorarium for each day shift worked.