

APPOINTMENTS COMMITTEE REPORT

Appointments Committee Date	5 February 2019
Officer	Mandy Quayle, Acting Director, HR & Digital
Purpose of Report	To summarise the proposed changes to the Council's Pay Policy Statement with a view to Appointment's Committee endorsing the 2019/20 statement for consideration by Full Council.
Recommendations	<p>The committee notes:</p> <ul style="list-style-type: none"> • The proposed changes to the Pay Policy Statement as outlined in the contents section below. • That these changes include the implementation of the revised national pay spine for green book employees from 1 April 2019 and proposed changes to GCC's grading structure from 1 September 2019. • That the cost of these changes is including with the MTFS and therefore included in the proposed budget for 2019/20. <p>That the committee endorses the Pay Policy Statement 2019/20 for final decision by Full Council.</p>
Resource Implications	See paper presented to the same meeting of the Appointments Committee regarding changes to the green book grading structure.

MAIN REPORT CONTENTS

The committee is asked to endorse for consideration by Full Council on 13th February 2019 the enclosed draft Pay Policy Statement 2019-20.

In addition to incidental updating from last year's Statement the following matters are new or revised:

Paras 5 and 6: Removal from the Statement of the provisions relating to the discretionary non-consolidated Gloucestershire Living Wage Supplement (LWS)

The LWS was originally introduced in 2014 to provide a minimum wage of £7.85 to cushion the earnings of the Council's lowest paid employees until such time as the minimum local government hourly pay rose to above that rate.

Year One of the two-year Green Book national pay award took the minimum hourly pay rate to £8.50 from 1st April 2018. The LWS has therefore been superseded and therefore withdrawn, having fulfilled its purpose.

Paras 17-20: Green Book pay and grading 2019-20

This covers:

- Introduction of the new national pay spine from 1st April 2019.
- Details regarding a proposed new grading structure from 1st September 2019.
- Delegated authority to the Chief Executive to make any consequential in-year changes to the Pay Policy Statement that may be necessary on implementation of the new grading structure.

Para 21: List of posts remunerated at £100k+

As a result of national pay increases in 2018-19 the following posts are added to the list:

- Operations Lead: Adult Services and Business Development
- Deputy Chief Fire Officer (and service director)
- Director: Partnerships
- Director: Strategy & Challenge
- Director of Public Health

The new post of Deputy Chief Executive (and S151) Officer is included, and the post of Director of Strategic Finance (S151 Officer) and Strategic Commissioning Director: Communities and Infrastructure is removed.

Paras 25, 35, 53 & 54: Recruitment and retention payments

New paragraphs 25 and 35 have been included to provide extra flexibility in the use of recruitment and retention payments by including the potential use of accelerated increments within an employee's grade, subject to approval of a business case. Paragraphs 53 and 54 are revised to reflect the above.

Paras 28 and 29: Flexibility to address recruitment issues

New paragraphs included to allow provision in genuinely exceptional circumstances to depart from the terms of the Pay Policy Statement where necessary in respect of recruitment to a particular post. Any such arrangement will be subject to express approval by the Leader and Chief Executive.

Para 30: Interims

Reference to the need for a pre-recruitment 'business case' has been removed to avoid confusion regarding the engagement of agency workers. The original reason for including this section in the Pay Policy Statement was to demonstrate the Council's response to a central government direction to ensure individuals engaged 'off-payroll' are not enabled to avoid tax; it was never intended as a provision more generally to regulate interim/agency recruitment. Therefore, this now leaves two paragraphs emphasising: (1) the need to secure value for money and (2) a commitment to assessing correct tax status through the appropriate application of the IR35 rules.

Para 46: Re-engagement of ex-employees

This paragraph is revised to clarify that the restrictions on the re-employment of ex-employees within two years of their leaving in receipt of a severance payment or early pension do not apply to employees who have retired voluntarily without a requirement for the employer's consent and with no cost to the Council associated with the early release of their pension.

Para 52: additional payments

Revised to include introduction of the new pay spine and new grading structure. The salary level up to which employees are eligible for additional payments is increased to the top of 'new' Grade 8 ('old' Grade I) to avoid a cut-off point half-way through the grade (currently cuts-off at top of Grade H, which is towards the middle of Grade I), and to ensure all basic grade social workers are now included.

Para 65: Apprenticeships

A note has been included to indicate that the remuneration of Levels 1 and 2 Apprentices is to be reviewed during 2019-20.