



Meeting: Council

Date: Wednesday 22 February 2012

Subject: Pay policy statement

Report of: Councillor Troy Tester on behalf of the Cabinet

The Council is asked to consider the minute and resolution of the Cabinet meeting held on 8 February 2012 as set out below.

Further copies of the report to Cabinet are available on request – please see end of this report. A copy may be seen on the Council’s website at:
<http://www.eastbourne.gov.uk/council/meetings/cabinet/>

The Council is recommended to:-

Approve the pay policy statement as appended to the report to Cabinet.

Minute Extract
CABINET 8 February 2012

104 Pay policy statement

- 104.1 Cabinet considered the report of the Deputy Chief Executive and Head of Human Resources. He noted that currently details of senior officer remuneration were published on the Council’s website. New provisions in the Localism Act 2011 and guidance issued by the Secretary of State required the Council to adopt and publish a pay policy statement by no later than 31 March 2012. Adoption of the statement and any subsequent revision had to be approved at full Council. The Council was expected to publish details of the remuneration packages for the most senior officers (primarily chief and deputy chief officers) and for the lowest paid employees. The statement contained a section on the relationship between the salary of the highest paid in the Council and that of the average employee. A copy of the proposed statement was appended to the report.
- 104.2 The Deputy Chief Executive explained that because the definition of a chief officer used in the Act also included deputy chief officers and as such covered any non-clerical staff who happened to report directly to a chief officer a number of lower paid staff would be caught up in the requirement to publish details. This had come about as a consequence of the Council’s relatively ‘flat’ staffing structures. The affected staff, some

of whom were paid between £30k to £40k and who would not normally be regarded as deputy chief officers, were being informed. The Chairman suggested that the Council should make representations through the Local Government Association to seek a change in the definition to one that required publication of details above a specified salary level.

104.3 **Resolved (budget and policy framework):** (1) That full Council, at their meeting on 22 February 2012, be recommended to approve the pay policy statement as appended to the report.

(2) That representations be made through the Local Government Association to seek a change in the definition of chief officer to one that required publication of details above a specified salary level.

For a copy of the report please contact Local Democracy at the Town Hall, Eastbourne, BN21 4UG. Tel. (01323) 415022 or 415021.
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