

Council Report

Ward(s) affected: n/a

Report of Managing Director (Head of Paid Service)

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Corporate Management Team Pay Award 2019-20

On 15 May 2019, Council agreed to defer this matter to this meeting.

At its meeting on 10 July 2019, the Employment Committee considered this report and endorsed the recommendation below.

Recommendation to Council

That a pay award of 2% be approved for the Managing Director and the Director posts with effect from 1 July 2019 in accordance with the Council's adopted Pay Policy Statement.

Reason for Recommendation:

To apply a pay award to the Corporate Management Team posts.

1. Purpose of Report

1.1 Under Section 39 of the Localism Act 2011, the Council is required to consider and approve a pay policy statement for the financial year ahead and this was agreed by Council in February 2019 in respect of the statement covering 2019-20. The annual pay award date has now changed from 1 April to 1 July and the pay policy statement was therefore approved prior to the pay award for all staff in Bands 1-10 being agreed by the Managing Director in consultation with the Leader of the Council. Separate approval is now required for this pay award to be applied to the Managing Director and Director posts.

2. Strategic Priorities

2.1 The Council needs to demonstrate that we have effective governance in place to manage the pay and remuneration for our first and second tier officers.

3. Background

3.1 Last year's pay award was agreed for a period of 15 months to achieve savings within the salary budget. The contractual pay award date was changed from 1 April to 1 July and the collective agreement pay negotiation process with Unison

now starts later as a result of this. The pay award of 2% has recently been agreed by the Managing Director under his delegated authority for all staff below Director level.

- 3.2 If approved, the pay award will be applied to the salaries and allowances of the Managing Director and Director posts:

Managing Director pay scale	Director pay scale
£127,648	£85,057
£130,642	£87,013
£133,709	£89,060
	£91,158
	£93,302
	£95,489
	£97,730

Lump Sum Allowance 1.7.19	
With lease car	Without lease car
£1,780 pa	£4,909 pa

Lease Car Allowance 1.7.19	
Managing Director	£6,000 pa
Director	£5,652 pa

4. Equality and Diversity Implications

- 4.1 The Council's duty under section 149 of the Equality Act 2010 is to have due regard to the matters set out in relation to equalities when considering and making decisions. There are no direct equality impacts associated with agreeing the pay award.

5. Financial Implications

- 5.1 The pay award has been included in the 2019-20 budget approved by Council at its meeting on 26 February 2019.

6. Legal Implications

- 6.1 The requirement to consider an annual pay award is contractual and is set out within the Pay Policy Statement.

7. Human Resource Implications

7.1 There are therefore no additional human resource implications to agreeing the pay award.

8. Conclusion

8.1 The Council is fulfilling its obligation as set out in the Pay Policy Statement to consider making a pay award to the Managing Director and the Directors.

8.2 At its meeting on 10 July 2019, the Employment Committee considered this report and endorsed the recommendation to approve the 2% pay award for the Managing Director and the Director posts with effect from 1 July 2019 in accordance with the Council's adopted Pay Policy Statement.

9. Background Papers

Pay Policy Statement 2019-20

10. Appendices

None