

Council Report

Ward(s) affected: n/a

Report of Managing Director (Head of Paid Service)

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Corporate Management Team Pay Award 2020-21

Recommendation to Council

That a pay award of 2% be approved for the Managing Director and the Director posts with effect from 1 July 2020 in accordance with the Council's adopted Pay Policy Statement.

Reason for Recommendation:

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

Is the report (or part of it) exempt from publication? No

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 2020 in respect of the statement covering 2020-21. The annual pay award date is 1 July and the Pay Policy Statement is therefore approved prior to the pay award. The pay award for all staff in the salary bands below Director level is agreed each year by the Managing Director in consultation with the Leader of the Council. Separate approval is required for this pay award to be applied to the Managing Director and Director posts.

1.2 This report was also considered by the Employment Committee at its meeting on 12 June 2020. The Committee endorsed the recommendation.

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 The contractual pay award date is 1 July each year and is agreed on behalf of the staff through a collective agreement pay negotiation process with Unison. The pay award of 2% was agreed earlier this year by the Managing Director under his delegated authority for all staff below Director level.

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

Managing Director pay scale	Director pay scale
£130201	£86758
£133255	£88754
£136383	£90842
	£92982
	£95169
	£97400
	£99686

Deputy Managing Director Payment	
Directors	£3325

Lump Sum Allowance	
With lease car	Without lease car
£1803	£4932

Lease Car Allowance	
Managing Director	£6120
Director	£5765

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 2020-21 budget approved by Council at its meeting on 5 February 2020.

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 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.

9. Background Papers

Pay Policy Statement 2020-21

10. Appendices

None