

**BIRMINGHAM CITY COUNCIL**

**PUBLIC**

<b>Report to:</b>	<b>CABINET</b>	
<b>Report of:</b>	<b>The Chief Executive</b>	
<b>Date of Decision:</b>	<b>14 February 2017</b>	
<b>SUBJECT:</b>	<b>ANNUAL PAY POLICY STATEMENT</b>	
<b>Key Decision: Yes</b>	<b>Relevant Forward Plan Ref: 003045/2017</b>	
<b>If not in the Forward Plan: (please "X" box)</b>	<b>Chief Executive approved</b>	<input type="checkbox"/>
	<b>O&amp;S Chairman approved</b>	<input type="checkbox"/>
<b>Relevant Cabinet Member(s) or</b>	<b>Councillor Ian Ward – Deputy Leader</b>	
<b>Relevant O&amp;S Chairman:</b>	<b>Councillor Mohammed Aikhlaq – Corporate Resources &amp; Governance</b>	
<b>Wards affected:</b>	<b>ALL</b>	
<b>1. Purpose of report:</b>		
<p>1.1 This report sets out the Council's approach to pay policy in accordance with the requirements of the Localism Act 2011 and takes account of the final guidance for Openness and Accountability in Local Pay as issued by the Department for Communities and Local Government. The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding those working in local authority schools).</p>		
<b>2. Decision(s) recommended:</b>		
<p>That Cabinet:</p> <p>2.1 Note the proposed pay policy statement for the Council for 2017-18 that will be presented for approval at City Council 28 February 2017.</p>		
<b>Lead Contact Officer(s):</b>	Claire Ward Assistant Director Workforce Strategy	
<b>Telephone No:</b>	07500882942	
<b>E-mail address:</b>	<a href="mailto:claire.ward@birmingham.gov.uk">claire.ward@birmingham.gov.uk</a>	
<b>3. Consultation</b>		
<p>3.1 <u>Internal</u></p> <p>The Deputy Leader has been consulted on the content of the Pay Policy statement. The changes to the Joint National Council Chief Officers Pay (referred to as JNC officers) and Grading framework have been the subject of trade union and individual consultation.</p> <p>3.2 <u>External</u></p> <p>The Council's Pay Policy is compliant with nationally negotiated terms and conditions.</p>		

#### **4. Compliance Issues:**

**4.1 Are the recommended decisions consistent with the Council's policies plans and strategies?**

Yes the principles applied within the pay policy are compliant with the Council's framework for a modern Council and the People Strategy.

**4.2 Financial Implications  
(Will decisions be carried out within existing finance and Resources?)**

The Pay Policy is aligned with the requirements of the budget that has been set for 2017-18. All employee costs will be met by resources identified in the Council's Business Plan and Budget 2017 that is due to be presented to Full Council in February 2017.

**4.3 Legal Implications**

In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This report makes recommendations in accordance with the duties contained within the Localism Act 2011 in relation to the preparation of a pay policy statement for each financial year

**4.4 Public Sector Equality Duty (see separate guidance note)**

The Pay Policy Statement has no adverse impact through the implementation of the policy as it is a confirmation of established policies and not a change. The Council's pay and grading frameworks outlined in the policy for National Joint Council (NJC) officers have been subject to a full equality impact assessment at the point of adoption. See appendix A for further information.

#### **5. Relevant background/chronology of key events:**

**5.1 The Council is statutorily required to undertake an annual review of its pay arrangements and publish these making particular reference to the following:**

- The methods by which, salaries of all employees are determined.
- The detail and level of remuneration of its most senior employee's i.e. 'chief officers', as defined by the relevant legislation.
- The detail and level of remuneration of the lowest paid employees
- The relationship between the remuneration for highest and lowest paid employees
- The Committee(s)/Panel responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and recommending any amendments to the full Council.

The above details can be found in the attached Appendix A - Birmingham City Council Pay Policy statement 2017-18.

**5.2 In 2016-17 the Council undertook a fundamental review of its pay and grading framework for its JNC cadre known as "Senior Officers" for this purpose. The changes to the pay and grading of senior officers will take effect on 1<sup>st</sup> July 2017 and the details of this can be found in Annex 2 of appendix B.**

<b>6.</b>	<b>Evaluation of alternative option(s):</b>
6.1	In determining its grading structure and setting remuneration levels for all posts, the Council takes account of the need to ensure value for money in respect of the use of public expenditure, balanced against the need to recruit and retain employees who are able to meet the requirements of providing high quality services to the community, delivered effectively and efficiently and at times at which those services are required.
<b>7.</b>	<b>Reasons for Decision(s):</b>
7.1	To ensure that the Council fulfils its obligations to have a reasoned and transparent pay policy.

<b>Signatures</b>	<b><u>Date</u></b>
Deputy Leader – Councillor Ian Ward	
.....	.....
Chief Executive – Mark Rogers	
.....	.....

<b>List of Background Documents used to compile this Report:</b>
Relevant Officer's file(s) on the matter, save for confidential documents
<b>List of Appendices accompanying this Report (if any):</b>
Appendix A - Equalities
Appendix B – Birmingham City Council Pay Policy statement 2017-18

**REPORT TO CABINET  
Date 14 February 2016**

**PAY POLICY STATEMENT 2017/18 – EQUALITY IMPACT INITIAL ASSESSMENT**

***Summary of Findings***

The Pay Policy Statement is published annually as a requirement of Section 38 to 43 of the Localism Act 2011. The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding those working in local authority schools) by identifying;

- The methods by which, salaries of all employees are determined.
- The detail and level of remuneration of its most senior employee's i.e. 'chief officers', as defined by the relevant legislation.
- The detail and level of remuneration of the lowest paid employees
- The relationship between the remuneration for highest and lowest paid employees.
- The Committee(s)/Panel responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council.

The policies referred to in this statement have not been changed or updated and will have been subject to equality impact assessment at the time of their adoption.

## Equality Act 2010

The Executive must have due regard to the public sector equality duty when considering Council reports for decision.

The public sector equality duty is as follows:

1	<p>The Council must, in the exercise of its functions, have due regard to the need to:</p> <ul style="list-style-type: none"><li>(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act;</li><li>(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</li><li>(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</li></ul>
2	<p>Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:</p> <ul style="list-style-type: none"><li>(a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;</li><li>(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;</li><li>(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.</li></ul>
3	<p>The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.</p>
4	<p>Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:</p> <ul style="list-style-type: none"><li>(a) tackle prejudice, and</li><li>(b) promote understanding.</li></ul>
5	<p>The relevant protected characteristics are:</p> <ul style="list-style-type: none"><li>(a) Marriage &amp; civil partnership</li><li>(b) Age</li><li>(c) Disability</li><li>(d) Gender reassignment</li><li>(e) Pregnancy and maternity</li><li>(f) Race</li><li>(g) Religion or belief</li><li>(h) Sex</li><li>(i) Sexual orientation</li></ul>