



GENERAL PURPOSES COMMITTEE

Meeting to be held in Civic Hall, Leeds, LS1 1UR on
Friday, 11th February, 2022 at 11.00 am

MEMBERSHIP

Councillors

S Arif	-	Gipton and Harehills;
D Blackburn	-	Farnley and Wortley;
Amanda Carter	-	Calverley and Farsley;
D Cohen	-	Alwoodley;
D Coupar	-	Temple Newsam;
B Gettings	-	Morley North;
S Golton	-	Rothwell;
H Hayden	-	Temple Newsam;
D Jenkins	-	Killingbeck and Seacroft;
J Lennox	-	Cross Gates and Whinmoor;
J Lewis (Chair)	-	Kippax and Methley;
J Pryor	-	Headingley and Hyde Park;
J Taylor	-	Horsforth;
F Venner	-	Kirkstall;

Please Note: Members of the public are now able to attend the meeting in person, but please be mindful that Coronavirus infection levels remain high in Leeds. Therefore, even if you have had the vaccine, if you have Coronavirus symptoms: a high temperature; a new, continuous cough; or a loss or change to your sense of smell or taste, you should NOT attend the meeting, stay at home and take a PCR test. For those who are attending the meeting we would recommend taking an LFT prior to attending and recommend the continued wearing of face coverings.

Note to observers of the meeting: To remotely observe this meeting, please click on the 'View the Meeting Recording' link which will feature on the meeting's webpage (linked below) ahead of the meeting. The webcast will become available at the commencement of the meeting.

<https://democracy.leeds.gov.uk/ieListDocuments.aspx?CId=696&MId=11440&Ver=4>

A G E N D A

Item No	Ward/Equal Opportunities	Item Not Open		Page No
1			<p>APPEALS AGAINST REFUSAL OF INSPECTION OF DOCUMENTS</p> <p>To consider any appeals in accordance with Procedure Rule 15.2 of the Access to Information Procedure Rules (in the event of an appeal the press and public will be excluded).</p> <p>(*In accordance with Procedure Rule 15.2, written notice of an appeal must be received by the Head of Governance Services at least 24 hours before the meeting)</p>	
2			<p>EXEMPT INFORMATION - POSSIBLE EXCLUSION OF THE PRESS AND PUBLIC</p> <p>1 To highlight reports or appendices which officers have identified as containing exempt information, and where officers consider that the public interest in maintaining the exemption outweighs the public interest in disclosing the information, for the reasons outlined in the report.</p> <p>2 To consider whether or not to accept the officers recommendation in respect of the above information.</p> <p>3 If so, to formally pass the following resolution:-</p> <p>RESOLVED – That the press and public be excluded from the meeting during consideration of the following parts of the agenda designated as containing exempt information on the grounds that it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the press and public were present there would be disclosure to them of exempt information, as follows:-</p>	

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3			<p>LATE ITEMS</p> <p>To identify items which have been admitted to the agenda by the Chair for consideration</p> <p>(The special circumstances shall be specified in the minutes)</p>	
4			<p>DECLARATION OF INTERESTS</p> <p>To disclose or draw attention to any interests in accordance with Leeds City Council's 'Councillor Code of Conduct'.</p>	
5			<p>APOLOGIES FOR ABSENCE</p> <p>To receive any apologies for absence from the meeting.</p>	
6			<p>MINUTES OF THE LAST MEETING</p> <p>To receive and approve the minutes of the meeting held on 25 October 2021</p>	5 - 6
7			<p>APPROVAL OF THE 2022/23 PAY POLICY STATEMENT</p> <p>To consider the report of the Chief Officer (HR) that seeks Members' views on the Pay Policy Statement 2022/23 and for the Committee to make recommendations to Full Council to approve the changes before the start of the 2022/23 financial year.</p>	7 - 22
8			<p>DATE AND TIME OF NEXT MEETING</p> <p>The next meeting is scheduled for Monday, 7 March 2022</p>	

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			<p>THIRD PARTY RECORDING</p> <p>Recording of this meeting is allowed to enable those not present to see or hear the proceedings either as they take place (or later) and to enable the reporting of those proceedings. A copy of the recording protocol is available from the contacts named on the front of this agenda.</p> <p>Use of Recordings by Third Parties– code of practice</p> <p>a) Any published recording should be accompanied by a statement of when and where the recording was made, the context of the discussion that took place, and a clear identification of the main speakers and their role or title.</p> <p>b) Those making recordings must not edit the recording in a way that could lead to misinterpretation or misrepresentation of the proceedings or comments made by attendees. In particular there should be no internal editing of published extracts; recordings may start at any point and end at any point but the material between those points must be complete.</p>	

GENERAL PURPOSES COMMITTEE

MONDAY, 25TH OCTOBER, 2021

PRESENT: Councillor J Lewis in the Chair

Councillors D Blackburn, K Brooks,
D Cohen, D Coupar, H Hayden, D Jenkins,
J Lennox, J Pryor, J Taylor and F Venner

12 Appeals against refusal of inspection of documents

There were no appeals against the refusal of inspection of documents.

13 Exempt Information - possible exclusion of the press and public

There were no resolutions to exclude the public.

14 Late items

The report to Item 7, Leeds Best City Ambition 2022-2030, was published late in agreement with the Chair. This was due to the matter being considered at the Executive Board meeting that took place 20th October 2021, which was after the agenda publication deadline for this meeting. The report was published following the meeting and the Board's agreement to endorse the principles of the Leeds Best City Ambition 2022-2030.

15 Declaration of Interests

There were no declarations of interest.

16 Apologies for absence

Apologies for absence were received from Councillors Salma Arif, Bob Gettings and Amanda Carter. Councillor Kayleigh Brooks was in attendance as substitute.

17 Minutes of the last meeting

RESOLVED – That the minutes of the meeting held on the 2nd July 2021 be approved as a correct record.

18 Leeds Best City Ambition 2022-2030

The Chief Officer (Strategy and Improvement) submitted a report that sought agreement to endorse proposed amendments to Part 2, Article 4.1 (ii) of the council's constitution to specify the Best City Ambition as part of the Budget

and Policy Framework and recommend that Full Council agrees the amendments.

RESOLVED -

- a) That Executive Board's in principle agreement to replace the Best Council Plan with a Best City Ambition, be noted.
- b) That the necessary amendments to the Budget and Policy Framework in Part 2, Article 4.1 (ii) of the council's constitution, outlined in paragraph 5, be endorsed, and the amendments be recommended to Full Council for approval.

19 Date and Time of Next Meeting

The next meeting will take place on Wednesday, 8th December, 2021 at 10.00 a.m.

Approval of the Pay Policy Statement 2022/23

Date: 11th February 2022

Report of: Chief Officer Human Resources

Report to: General Purposes Committee

Will the decision be open for call in? Yes No

Does the report contain confidential or exempt information? Yes No

What is this report about?

Including how it contributes to the city's and council's ambitions

This report details information around the Council's Annual Pay Policy Statement (Appendix A) which is statutorily required to be approved before 31st March each year by Full Council. The Council Plan that was launched for 2020-2025 included an updated People Strategy which keeps inclusion and wellbeing at the centre of our organisation plans. An important part of the People Strategy is our commitment for a fair and sustainable pay structure. This links directly to the Council implementing a minimum wage which seeks to mirror the Foundation Living Wage rate to ensure fair and sustainable pay for our low paid employees.

In addition, the report updates Members in relation to staff declarations of protected characteristics in the JNC cohort as well as providing comparative data in respect of regional median pay multiples.

Recommendations

General Purposes Committee is recommended to:

1. Note the contents of the Pay Policy Statement 2022/23 at Appendix A and the content as set out in Appendix B and
2. Recommend to Full Council that it:
 - a) Approves the Pay Policy Statement for the 2022/23 financial year as attached in Appendix A.
 - b) Delegates to the Chief Officer (HR), in consultation with the Chair of General Purposes Committee, the approval of an Addendum to Pay Policy Statement to include the updated pay multiple following the agreement of the 2022/23 pay award;
 - c) Note the Chief Officer (HR) has existing delegated authority to make any necessary adjustments to the Council's pay scales arising from nationally agreed pay awards.

Why is the proposal being put forward?

- 1 This report sets out the Pay Policy Statement for 2022/23. This is required under the Localism Act 2011 and must be annually approved by the Full Council before 31 March each year.

What impact will this proposal have?

Wards affected:

Have ward members been consulted?

Yes

No

- 2 Each Local Authority is an individual employer in its own right and has the autonomy to make decisions on pay that are appropriate to local circumstances and which deliver value for money for local taxpayers. The provisions of the Localism Act do not seek to change this or to determine what decisions on pay should be taken. However, they require individual employing authorities to be clear about their own policies in relation to pay.
- 3 With effect from 1st April 2022 the Council will further increase its minimum pay rate to £9.90 equivalent to an annual salary of £19,099 which mirrors the Living Wage Foundation minimum rate. The national minimum rate of pay for apprentices aged 19 and below or in the first year of their apprenticeship is £4.81. All new starters in Leeds City Council including apprentices will receive a minimum of £9.90 per hour from 1st April 2022.
- 4 The pay multiple is the relationship between the median salary and the highest paid actual salary in the organisation, this is usually set out as part of the Pay Policy Statement. However, due to ongoing national negotiations on the Pay Claim for 2021/22 with the Trade Unions the pay multiple for 2022/23 cannot be calculated. Instead, and for the purposes of publishing the Pay Policy Statement the pay multiple has been calculated with the information currently available. This is by using the median salary in the organisation as at 30/11/2021 (£24,491) and the current salary of the Chief Executive, this has been calculated at 7.59:1.
- 5 In addition, the organisation produces a pay multiple with the highest paid and the lowest paid salary. Based on the implementation on the 1st April 2022 of £9.90 and the current salary of the Chief Executive, the pay multiple with the lowest paid is 9.73:1.
- 6 Once the pay award for 2022/23 has been agreed, the pay multiple can be calculated, and the Pay Policy Statement updated by way of an approved addendum. It is important to note it is likely the pay multiple will increase, as the authority has continued to implement pay increases for the lowest paid in line with the Living Wage Foundation rate pending agreement of the pay claim for 2022/23 so this will not change, but the Chief Executive's pay may increase following the national agreement of a pay award.
- 7 Members are also provided with details of the median pay multiple in other regional authorities and core cities for 2021/22 (where available) together with a comparison to the previous year at Appendix B.
- 8 The figure for employees at a senior level declaring their protected equality characteristics has increased to 72%. The percentage of staff declaring their protected equality characteristics across this council is 68%. For the purposes of this data, 'senior' level refers to those employed on Joint National Council (JNC) terms and conditions.
- 9 The mean hourly rate for women for 2021 is 4.9% lower than for men, this demonstrates a reduction in the mean gender pay gap of 1.1% since 2020. In addition, the median gender pay gap has also decreased. The median hourly rate for women for 2021 is 9.5% lower than for men, which demonstrates a reduction of 0.9%.

What consultation and engagement has taken place?

- 10 No formal consultation is required. In publishing a Pay Policy Statement, the Council is fulfilling our legislative requirements as set out in sections 38 of the Localism Act 2011.

What are the resource implications?

11 The Pay Policy Statement is a point of reference for the Council in assessing its chief officer management costs and its budget strategy.

What are the legal implications?

12 There is a statutory requirement for local authorities to approve their Pay Policy Statements before the end of the 31st March each year. To comply with this the intention is for the Full Council meeting on 23rd February 2022 to consider and approve the Pay Policy Statement for the 2022/23 financial year.

What are the key risks and how are they being managed?

13 The requirement to review the Pay Policy Statement annually will be met for 2022/23 when the Policy is considered by full council.

Does this proposal support the council's three Key Pillars?

Inclusive Growth Health and Wellbeing Climate Emergency

14 This requirement to review the Pay Policy statement is a statutory requirement as set out in the Localism Act 2011.

Options, timescales and measuring success

What other options were considered?

15 No other options were considered, this is part of our statutory duty under the Localism Act 2011.

How will success be measured?

16 Though the Pay Policy Statement publication is part of our statutory duty, the organisation continues to monitor its Gender Pay Gap to ensure the average hourly earnings between males and females is not increasing.

17 In addition, the pay multiple published in the Pay Policy also helps the authority monitor the difference in those who are the chief executive and those who are the lowest remunerated in the workforce to ensure it is not increasing.

18 Furthermore, it is anticipated that in future years additional protected characteristic pay gaps will be required alongside the Gender Pay Gap, therefore HR are working to embed our People Strategy 2020-2025 to ensure inclusive recruitment and management practices so that Leeds City Council will achieve its aim to be the best place to work.

What is the timetable for implementation?

19 This statement needs to be approved by Full Council prior to 31st March 2022.

Appendices

20 Appendix A – Annual Pay Policy Statement

21 Appendix B – Comparison of other Local Authorities pay multiple

Background papers

22 N/A



Annual Pay Policy
Statement Financial
Year 2022/23

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 - Bonuses and performance related pay
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- **Policy on remunerating the lowest paid in the workforce**
- **Policy on the relationship between the Chief Officer remuneration and that of other staff**
- **Re Employment of staff in receipt of a LGPS Pension or a Redundancy/Severance Payment**
- **Obligations under the Local Government Transparency Code (2015) and the data which is published under The Accounts and Audit (England) Regulations 2015**

Section 1 - Introduction

Sections 38 – 40 of the Localism Act 2011 require that the Authority produce a Pay Policy Statement for each financial year that covers a number of matters concerning the pay of the Authority's staff, namely relating to the remuneration of Chief Officers; the remuneration of its lowest-paid employees, and the relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.

This Pay Policy Statement is reviewed annually and is to be considered and approved by Full Council at its meeting on 23rd February 2022. It will be effective from that date. It will be subject to review annually and in accordance with legislation to ensure it remains relevant.

This Pay Policy Statement is in addition to the data on pay and rewards for staff which the Authority already publishes under the Code of Recommended Practice for Local Authorities on Data Transparency.

It must be complied with for all decisions relating to the remuneration of, or other terms and conditions applying to, those Chief Officers listed in Section 2.

Section 2 - Policy Statement

Definitions covered by the Pay Policy Statement

Lowest-paid employees: 'Lowest paid employees' is defined as those employees in jobs paid at spinal column point 1, which is the authority's pay Grade A1. This includes apprentices, who are also paid at spinal column point 1 which is higher than the national minimum pay rate for apprentices of £4.81.

Spinal column point 1, will increase to £9.90 per hour from 1 April 2022 is in line with the Living Wage Foundation rate as published in November 2021. As of 1st April 2022 the annual salary of spinal column point 1 will be £19,092.

'**Chief Officer**' is defined in the Localism Act 2011 as:

- the head of the authority's paid service designated under section 4(1) of the Local Government and Housing Act 1989;
- the monitoring officer designated under section 5(1) that Act;
- any statutory chief officer mentioned in section 2(6) of that Act;
- any non-statutory chief officer mentioned in section 2(7) of that Act; and
- any deputy chief officer mentioned in section 2(8) of that Act.

Under the above provisions, 'statutory Chief Officer' includes:

- the person having responsibility, for all statutory purposes (inc. section 151 of the Local Government Act 1972), for the administration of the authority's financial affairs;
- the Director of Children's Services appointed under section 18 of the Children Act 2004;

- the Director of Adult Social Services appointed under section 6(A1) of the Local Authority Social Services Act 1970 (as amended by the Children Act 2004); and
- the Director of Public Health appointed under section 73A(1) of the National Health Service Act 2006.

'non-statutory Chief Officer' includes:

- a person for whom the head of the authority's paid service is directly responsible;
- a person who in relation to most of their duties is required to report direct or is directly accountable to the head of paid service and any person who similarly is required to report direct or is directly accountable to the authority or its committees.

This Pay Policy Statement covers a number of Chief Officers as follows:

1. Head of the Paid Service, which in this Authority is the post of Chief Executive
2. Five Directors covering:
 - Resources
 - City Development
 - Children & Families
 - Communities, Housing & Environment
 - Adults & Health
3. The Director of Public Health
4. City Solicitor, who is the Monitoring Officer,
5. The Chief Officer Finance (appointed under section 151 of the Local Government Act 1972)
6. Those required to report directly to, or are directly accountable to, one or more of those roles described in 1-3 above
7. Those undertaking a deputy statutory role, required to report directly to, or directly accountable to one of the roles described in 4-5 above

This policy statement does not cover or include staff employed by schools and is not required to do so.

Policy on remunerating Chief Officers

It is the policy of this Authority to establish a remuneration package for each Chief Officer post that is sufficient to attract and retain those with the appropriate skills, knowledge, experience, abilities and qualities that is consistent with the Authority's requirements of the post in question.

Salaries and Appointment

The Authority may seek independent advice as a means of informing decisions on determining the pay scale for Chief Officer posts.

The salary packages are in accordance with the Joint National Council (JNC) terms and conditions for Chief Executives and for JNC Chief Officers. For those officers named within this statement, their salary payments are aligned to the Council's JNC grade banding system. The salaries of those Chief Officers covered by this statement is within an amount of £70,039.91 to a maximum of £213,909.96 and spans from the grade 'DIR60' and the 'Chief Executive' grade.

Appointments will be made to the appropriate approved minimum point of the grade for the post in question unless there is evidence that a preferred candidate cannot be appointed without varying the remuneration package. In such circumstances incremental advancement within the grade range is permissible.

Honoraria¹¹ may be payable in circumstances where additional duties and responsibilities are undertaken which are over and above those which could be reasonably accommodated within existing terms and conditions of employment.

Market supplement and or retention payments may be paid only where it has been established that there is a significant risk of not being able to retain/replace staff with specific knowledge and skills essential to the delivery of a particular service, project or corporate priority.

Terms and Conditions

The Chief Executive is employed on terms and conditions set out under the Joint Negotiating Committee for Chief Executives. All other Chief Officers are employed on terms and conditions set out under the Joint Negotiating Committee (JNC) for Chief Officers of Local Authorities, save for some Chief Officers covered by NHS terms and conditions following the transfer of Public Health in 2013. For those on JNC Chief Officer terms and conditions the arrangements for national pay awards are negotiated annually. Equivalent arrangements are also in place for staff covered by NHS terms and conditions.

The Director of Public Health (DPH) and Public Health Consultants who transferred to the Local Authority on 1st April 2013 receive protection of general NHS Terms and Conditions that were in place at that point in time. Public Health Consultant additional

¹ Including payments made for joint Authority duties

payments and allowances are in line with NHS rates.

Any recruitment for Public Health roles since the transfer enables the transition to JNC terms and conditions. In 2020 following competitive recruitment exercises the role of DPH and newly recruited posts directly reporting to the DPH were appointed on JNC terms and conditions.

Some aspects of remuneration are applicable to all staff (including Chief Officers covered by this policy). For completeness these are outlined below:

- Membership of the Local Government Pension Scheme; with employee contributions ranging from 5.5% (on salaries up to £15,000) to 12.5% (on salaries over £170,101).
- Car mileage expenses are based on a Leeds City Council local collective agreement with Trade Unions with HMRC rates used for casual car users. Other travel and subsistence rates are based on National Joint Council for Local Government Employee rates.
- Following appointment, incremental progression is made on 1st April subject to having completed 6 months employment by that date. Where 6 months employment is completed after 1st April, then the first increment is paid on reaching 6 months employment. Subsequent annual incremental progression is on each 1st April thereafter.

The JNC terms and conditions are available on the website of the Local Government Association (LGA).

Bonuses and Performance Related Pay

The Authority does not currently operate a bonus or performance related pay scheme for Chief Officers. Performance is considered however as part of a package to offer market supplements and retention pay when needed.

Earn-Back

The Authority does not operate a scheme of remuneration linked to Earn Back.

In year variations to pay scales

The Chief Officer (HR) has delegated authority to make any necessary adjustments to the Authority's pay scales arising from national pay awards.

Termination Payments

Following the revocation of the Restriction of the Public Sector Payment Regulations on 19 March 2021 the government have yet to announce any replacement proposals. Any future termination payments will be subject to any new legislation.

Payments made must demonstrate value for money and be conducive to the effective and efficient operation of the Authority. The Local Government (Early Termination of

Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 provides maximum discretion to award up to 104 weeks' pay.

The Leader of the Council will be informed in relation to any such termination payments.

Policy on remunerating the lowest paid in the workforce

The policy of this Authority is to apply terms and conditions of employment and relevant national pay offers that have been negotiated and agreed through appropriate collective bargaining mechanisms (national or local) or as a consequence of council decisions, these are then incorporated into contracts of employment.

In November 2021 the Living Wage Foundation announced a recommended living wage rate of £9.90. From 1st April 2022 the lowest pay point in this Authority (excluding schools) will increase to £9.90 and equates to an annual full-time salary of £19,092.

The council is committed to continuing to match the Living Wage Foundation Rate (subject to affordability) for future years.

Policy on the relationship between Chief Officer Remuneration and that of lowest paid employees

The pay multiple is the relationship between the median salary and the highest paid actual salary in the organisation, this is usually set out as part of the Pay Policy Statement. In addition, the Statement would set out the pay multiple between the Chief Executive's substantive salary and that of the lowest paid in the workforce as of 1st April 2022.

Due to ongoing national negotiations on the Pay Claim for 2021/22 and subsequent delay to 2022/23 negotiations, the pay multiple has been calculated based on the Chief Executive's current salary.

Once the pay award is collectively agreed and implemented, the pay multiple for 2022/23 will be calculated and included in an addendum to this Pay Policy Statement. For clarity the multiple will be calculated following the agreement of both the outstanding 2021/22 pay award and the 2022/23 pay award when these are collectively agreed.

The pay multiple based on the median salary in the authority as at 30/11/2021 (£24,491) and the Chief Executives current salary at 30/11/2021 is 7.59:1.

The pay multiple based on the lowest paid of £9.90 from 1st April 2022 and the Chief Executives current salary is 9.73:1.

This Authority does not have a policy on maintaining or reaching a specific 'pay multiple'. However, the Authority is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the Authority as expressed in this Pay Policy Statement.

The Authority’s approach to the payment of all staff is to pay that which the Authority needs to pay to recruit and retain staff with the skills, knowledge, experience, abilities and qualities needed for the post in question at the relevant time, and to ensure that the Authority meets any contractual requirements for staff including the application of any local or national collective agreements, or Authority decisions regarding pay.

Gender Pay Gap

From 2017/18 all public and private sector employees with 250 or more employees are required to annually publish data on the gender pay gap within their organisation. The Gender Pay Gap is the difference between the average hourly earnings of all male employees in the organisation and the average hourly earnings of all female employees within the organisation based on a set “snapshot date”, this being 31st March each year for public sector employees. Data from each snapshot date must be published by 30th March the following year. The first was reported in March 2018 for the snapshot taken on 31st March 2017. Using the same snapshot date, the Council now has 5 years of data:

Year Snapshot Date	Women’s Mean Hourly rate is % lower than men’s	Women’s Median Hourly Rate is % lower than men’s
31.03.17	8.6%	13.1%
31.03.18	6.3%	10.8%
31.03.19	5.9%	7.8%
31.03.20	6.0%	10.4%
31.03.21	4.9%	9.5%

In addition, using the same snapshot date all organisations are obliged to report on the percentage of male and female staff by earning quartile, the results for Leeds City Council being:

	Women 31.3.20	Women 31.3.21	Men 31.3.20	Men 31.3.21
Top Quartile (highest paid)	59.1%	58.1%	40.9%	41.9%
Upper Middle Quartile	51.0%	54.6%	49.0%	45.4%
Lower Middle Quartile	59.2%	55.0%	40.8%	45.0%
Lower Quartile (lowest paid)	74.6%	73.8%	25.4%	26.2%

Re-employment of staff in receipt of a LGPS Pension or a Redundancy/Severance Payment

The Authority is under a statutory duty to ensure that it complies with all appropriate

employment, pension and equalities legislation.

Under the Council's Early Leaver's Initiative (ELI) scheme, employees will not be re-employed by the Council for a period of **12 months** from the date of exit. This includes Local Authority schools and any agency work for the Authority.

Obligations under the Local Government Transparency Code 2015 and the data which is published under The Accounts and Audit (England) Regulations (2015).

The Authority will publish information on pay and rewards for staff falling under the criteria specified in the Accounts and Audit (England) Regulations which requires the Authority to provide information relating to those employees with salary packages above £50,000 and which fall below those of Chief Officers as specified above. This is published annually on the Data Mill North website.

Election Fees

Grant funding is made by the Cabinet Office for national elections and referendums which is paid to the Chief Executive in their capacity as Returning Officer. In turn these are apportioned to officers delegated to support the Returning Officer in accordance with criteria determined by the Chief Executive.

Private Service Company Consultants

Individuals who operate as private service companies will not be engaged to cover chief officer posts covered by this policy.

Publication of Pay Policy Statement

Upon approval by the Full Council this Pay Policy Statement will be published on the council's website.

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Appendix B

Comparison - Median Pay Multiples for median salary and the highest paid declared in 2020/21 Pay Policy Statements

The pay multiples for the median pay of local authorities and their Chief Executives for the 2020/21 financial year can be seen below.

Local Authority	2020/21 median pay multiplier
Leeds	7.59:1
Calderdale	6.11:1
Wakefield	7.42:1
Birmingham	7.59:1
Bristol	5.89:1
Cardiff	7:1
Manchester	7.86:1
Nottingham	8:1

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