

Agenda for a meeting of the Staffing Committee to be held Remotely on Thursday, 14 January 2021 at 2.00 pm

Members of the Committee – Councillors

| LABOUR | CONSERVATIVE | LIBERAL DEMOCRAT AND INDEPENDENT GROUP |
|------------------------------|--------------|--|
| Hinchcliffe I Khan Lal | Poulsen | J Sunderland |

Alternates:

| LABOUR | CONSERVATIVE | LIBERAL DEMOCRAT AND INDEPENDENT GROUP |
|--------------------------|--------------|--|
| Ferriby Salam Tait | Davies | Stubbs |

Notes:

- The meeting will be held remotely, Members and officers in advance of the meeting will be sent via email, instructions and a link on how to join the meeting remotely.
- A webcast of the meeting will be available to view live on the Council's website at <https://bradford.public-i.tv/core/portal/home> and later as a recording.
- Approximately 30 minutes before the start time of the meeting the Governance Officer will set up the electronic conference arrangements initially in private and bring into the conference facility the Members and officers so that any issues can be raised before the start of the meeting. The officers presenting the reports at the meeting will have been advised by the Governance Officer of their participation and will be brought into the electronic meeting at the appropriate time.

From:

Parveen Akhtar
City Solicitor
Agenda Contact: Yusuf Patel
Phone: 07970 411923
E-Mail: yusuf.patel@bradford.gov.uk

To:

A. PROCEDURAL ITEMS

1. ALTERNATE MEMBERS (Standing Order 34)

The City Solicitor will report the names of alternate Members who are attending the meeting in place of appointed Members.

2. DISCLOSURES OF INTEREST

(Members Code of Conduct - Part 4A of the Constitution)

To receive disclosures of interests from members and co-opted members on matters to be considered at the meeting. The disclosure must include the nature of the interest.

An interest must also be disclosed in the meeting when it becomes apparent to the member during the meeting.

Notes:

- (1) Members may remain in the meeting and take part fully in discussion and voting unless the interest is a disclosable pecuniary interest or an interest which the Member feels would call into question their compliance with the wider principles set out in the Code of Conduct. Disclosable pecuniary interests relate to the Member concerned or their spouse/partner.*
- (2) Members in arrears of Council Tax by more than two months must not vote in decisions on, or which might affect, budget calculations, and must disclose at the meeting that this restriction applies to them. A failure to comply with these requirements is a criminal offence under section 106 of the Local Government Finance Act 1992.*
- (3) Members are also welcome to disclose interests which are not disclosable pecuniary interests but which they consider should be made in the interest of clarity.*
- (4) Officers must disclose interests in accordance with Council Standing Order 44.*

3. INSPECTION OF REPORTS AND BACKGROUND PAPERS

(Access to Information Procedure Rules – Part 3B of the Constitution)

Reports and background papers for agenda items may be inspected by contacting the person shown after each agenda item. Certain reports and background papers may be restricted.

Any request to remove the restriction on a report or background paper should be made to the relevant Strategic Director or Assistant Director whose name is shown on the front page of the report.

If that request is refused, there is a right of appeal to this meeting.

Please contact the officer shown below in advance of the meeting if you wish to appeal.

(Yusuf Patel - 01274 434579)

B. BUSINESS ITEMS

4. APPOINTMENT OF A STRATEGIC DIRECTOR PLACE IN ACCORDANCE WITH THE COUNCIL'S CONSTITUTION AND PAY POLICY STATEMENT 1 - 24

The Chief Executive will submit a report (**Document "A"**) which seeks approval from Staffing Committee to appoint to the position of Strategic Director Place in accordance with the Council's Constitution and Pay Policy Statement and to appoint an Appointments Panel to be given delegated responsibility to appoint to the position of Strategic Director Place.

Recommended –

That Staffing Committee approve the proposals:

- (1) To appoint to the position of Strategic Director Place in accordance with the Council's Constitution and Pay Policy Statement.**
- (2) To delegate to an Appointments Panel, the responsibility to appoint to the position of Strategic Director Place and that the Panel comprise three Elected Members (two Labour and one Conservative) with the membership to be on the nomination of the Leader of Council and Leader of the Conservative Group (and shall include at least one Member of Executive).**

(Anne Lloyd – 01274 437335)

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Report of the Chief Executive to the meeting of Staffing Committee to be held on 14th January 2021

A

Subject:

1. Appointment of a Strategic Director Place in accordance with the Council's Constitution and Pay Policy Statement.

Summary statement:

This report seeks approval from Staffing Committee: -

1. To appoint to the position of Strategic Director Place in accordance with the Council's Constitution and Pay Policy Statement.
2. To appoint an Appointments Panel to be given delegated responsibility to appoint to the position of Strategic Director Place and that the Panel comprise three Elected Members (two Labour and one Conservative) with the membership to be on the nomination of the Leader of Council and Leader of the Conservative Group (and shall include at least one Member of Executive).

Kersten England
Chief Executive

Portfolio:

Corporate

Report Contact:
Anne Lloyd,
Director of Human Resources
Ext 7335

Overview & Scrutiny Area:

Corporate

1. SUMMARY

- 1.1 In accordance with the Council's Constitution the appointment of Directors is a function of Staffing Committee. The Council's current Senior Management structure was approved by Executive on 20 September 2016 and this approved structure includes the post of Strategic Director of Place. The Structure is at Appendix 1 of this Report.
- 1.2 Following his resignation and intention to retire, the current Strategic Director Place left the Council on 30th November 2020 (last working day was 1st October 2020).
- 1.3 An appointment has been made to the post on an Interim basis and the post has been occupied since 7th September 2020 with an end date of 31st March 2021.
- 1.4 It is proposed to appoint to the post of Strategic Director Place in line with the Council's Constitution and Pay Policy Statement. The 2019/20 Pay Policy Statement is at Appendix 2 of this Report.

2. BACKGROUND

- 2.1. The current senior management structure was approved by Executive on 20 September 2016.
- 2.2. The latest Council approved Council's Pay Policy Statement is for the year 1 April 2019 to 31 March 2020. Please note that the salaries detailed in this document are for the year 2019/20 and do not reflect the increase in salaries in 2020. The updated salaries effective from 1st April 2020 are included at Appendix 3 of this report.
- 2.3. Following his resignation and intention to retire, the current Strategic Director Place left the Council on 30th November 2020.
- 2.4. An appointment has been made to the post and the post is currently occupied on an Interim basis until 31st March 2021.

3. OTHER CONSIDERATIONS

- 3.1. In accordance with Article 12A.4 and Part 3H (the Officer Employment Procedure Rules) of the Constitution it is a function of Staffing Committee to appoint Directors. This function is normally delegated by Staffing Committee to a sub-committee (an appointment panel). The power to make the appointment can also be delegated to the Chief Executive or her nominee.
- 3.2. The post of Strategic Director, Place: -
 - provides strategic and inspiring leadership across the service, in a way that puts the needs and aspirations of citizens at the heart of everything we do and builds a culture of achievement and excellence in delivering real outcomes

- builds, nurtures and sustains effective multi-agency partnerships across the locality ensuring the delivery of needs-led integrated, joined-up, fit for purpose and responsive services
- creates, encourages and role models a culture of achievement and excellence in service delivery

The Strategic Director, Place is a key member of the Corporate Management Team (CMT) and the role will contribute to collaborative, corporate working.

- 3.3. In accordance with Section 4 of the Council's Pay Policy Statement the post of Strategic Director Place is subject to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Officers as amended and supplemented by local agreements and decisions. The post is graded at SD1 (Strategic Director 1) with a salary range of £141,962 to £148,830 being one of the grade ranges and salary levels within the Council's Pay Policy Statement. Other aspects of the remuneration for the post are set out in Appendix 2 of the Pay Policy Statement
- 3.4. Staffing Committee is asked to approve the proposal to appoint to the post of Strategic Director Place in accordance with the Council's Pay Policy Statement.
- 3.5. Staffing Committee is asked to approve the proposal that the Appointment Panel be given delegated responsibility to appoint to the position of Strategic Director, Place and that the Panel comprise three Elected Members (two Labour and one Conservative) with the membership to be on the nomination of the Leader of Council and Leader of the Conservative Group (and shall include at least one Member of Executive).
- 3.6. Staffing Committee is asked to note and ratify the tender process that is currently taking place to appoint a search and selection consultant to assist with the appointment of the Strategic Director, Place.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 It is proposed that the appointment of the Strategic Director Place is in accordance with the provisions of the Council's Pay Policy Statement as set out in section 3 above and as detailed in Appendix 2.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

- 5.1 If Staffing Committee decide that there be no appointment to the position as detailed in paragraph 3.4 above, then Staffing Committee instructs officers to prepare alternative proposals to fulfil the duties and responsibilities of the Strategic Director Place.

6. LEGAL APPRAISAL

6.1 Section 112 Local Government Act 1972 allows the Council to appoint such officers that it thinks necessary for the proper discharge by the Authority of its duties. Such officers shall hold office on such reasonable terms and conditions as the Council thinks fit.

6.2 In accordance with the Council's published Pay Policy Statement full Council must approve any salary package of £100,000 pa or more before it is offered in respect of a new appointment.

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

The processes within this Report are equality compliant.

7.2 SUSTAINABILITY IMPLICATIONS

None

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

None

7.4 COMMUNITY SAFETY IMPLICATIONS

None

7.5 HUMAN RIGHTS ACT

None

7.6 TRADE UNION

The regional trade unions for Unison and GMB will be advised of the intention to recruit to this post

7.7 WARD IMPLICATIONS

None

7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)

None

8. NOT FOR PUBLICATION DOCUMENTS

None

9. OPTIONS

- 9.1 If Staffing Committee decide that there should be no appointment to the position then Staffing Committee instructs officers to prepare alternative proposals to fulfil the duties and responsibilities of the Strategic Director Place.

10. RECOMMENDATIONS

That Staffing Committee approve the proposals:

- 10.1 To appoint to the position of Strategic Director Place in accordance with the Council's Constitution and Pay Policy Statement.
- 10.2 To delegate to an Appointments Panel, the responsibility to appoint to the position of Strategic Director Place and that the Panel comprise three Elected Members (two Labour and one Conservative) with the membership to be on the nomination of the Leader of Council and Leader of the Conservative Group (and shall include at least one Member of Executive).

11. APPENDICES

- 11.1 Appendix 1 – Senior Management Structure

Appendix 2 – The Council's Pay Policy Statement 2019/20

Appendix 3 - Updated Salaries with effect from 1 April 2020

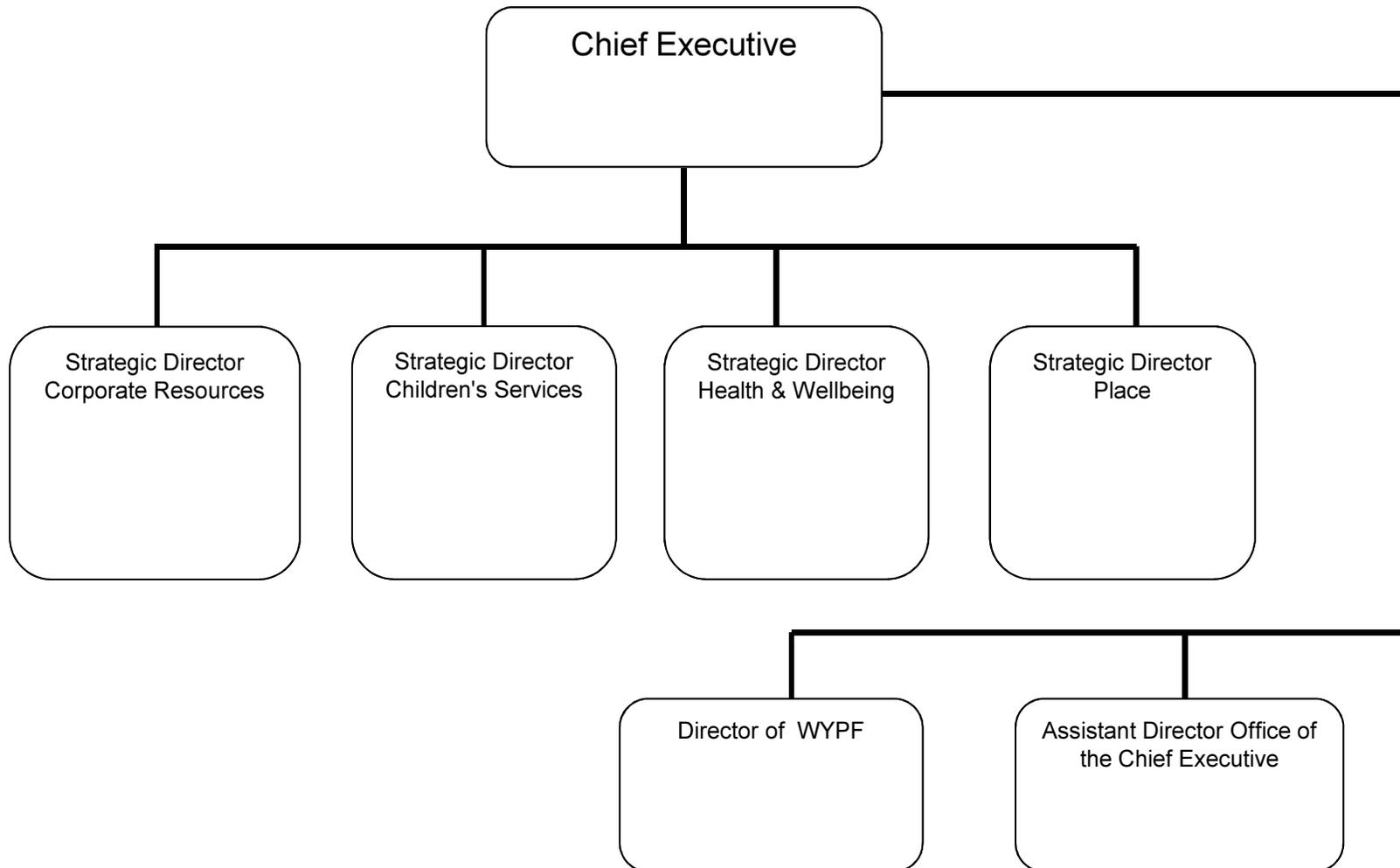
12. BACKGROUND DOCUMENTS

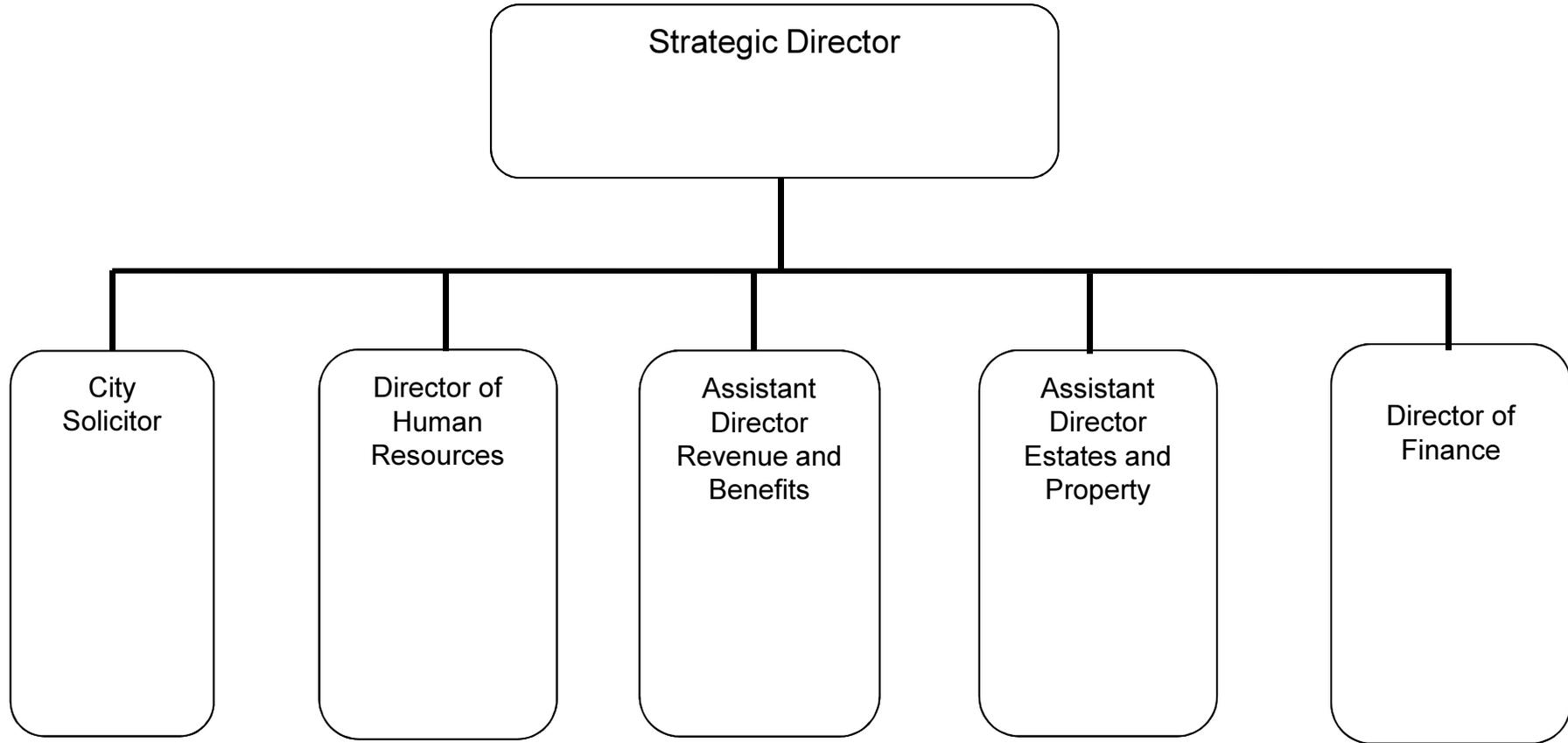
None

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SENIOR MANAGEMENT STRUCTURE

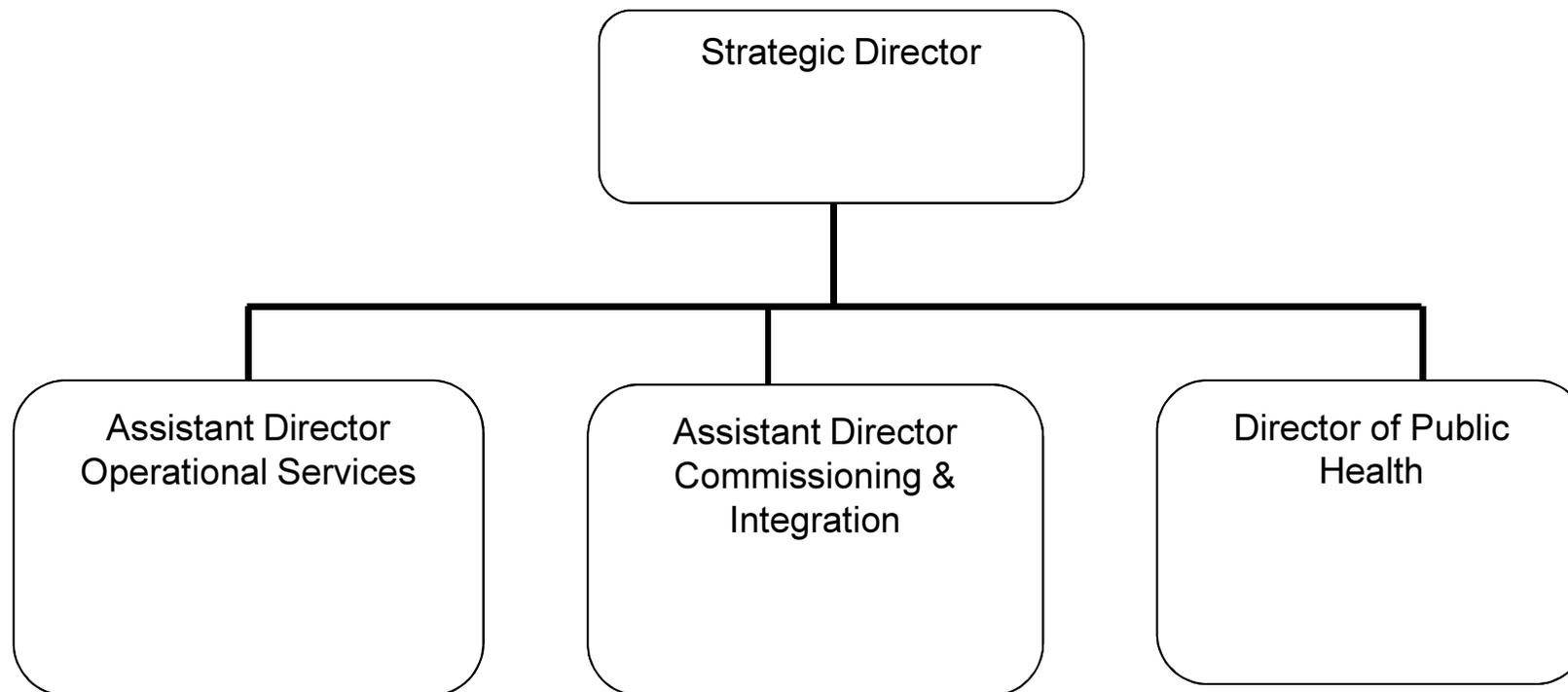




DEPARTMENT OF CORPORATE RESOURCES



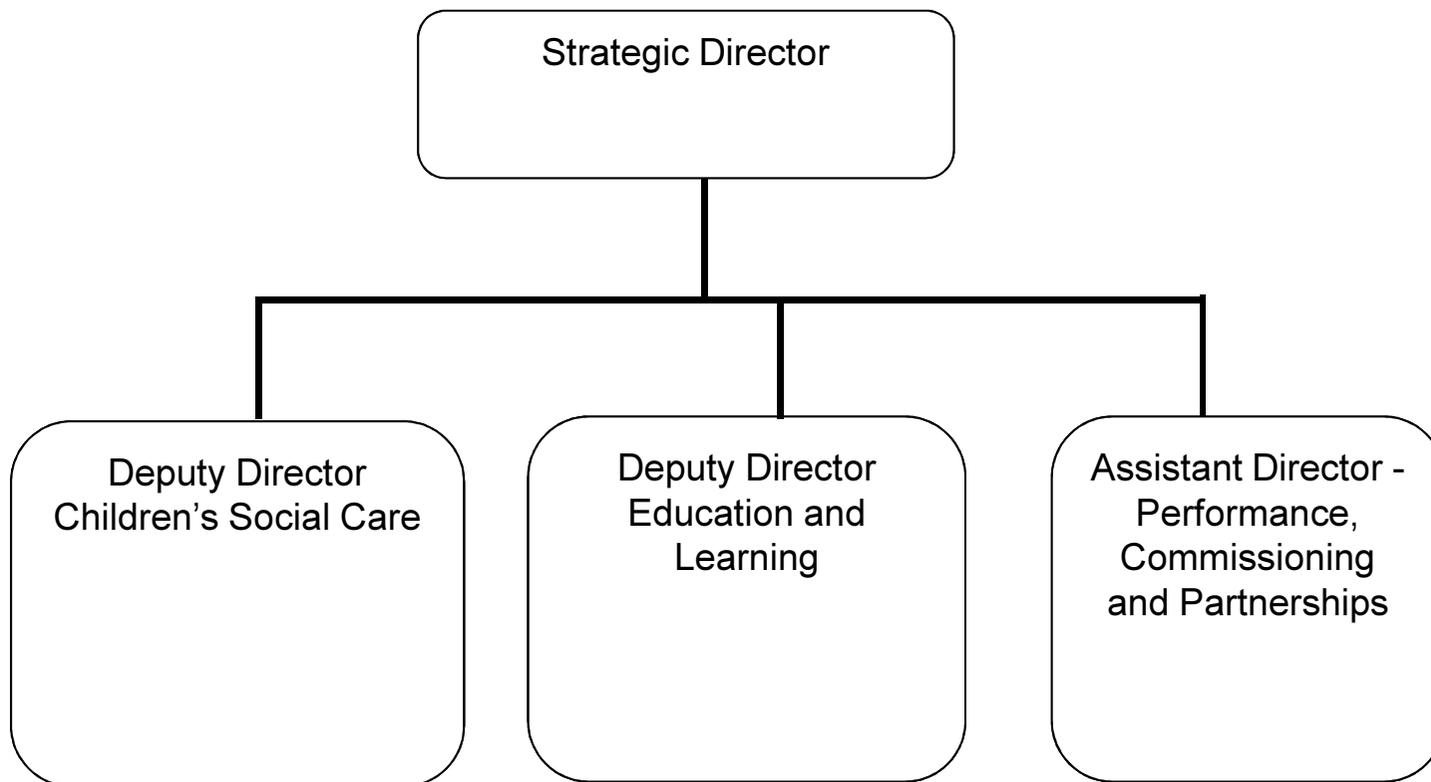
City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL



DEPARTMENT OF HEALTH & WELLBEING



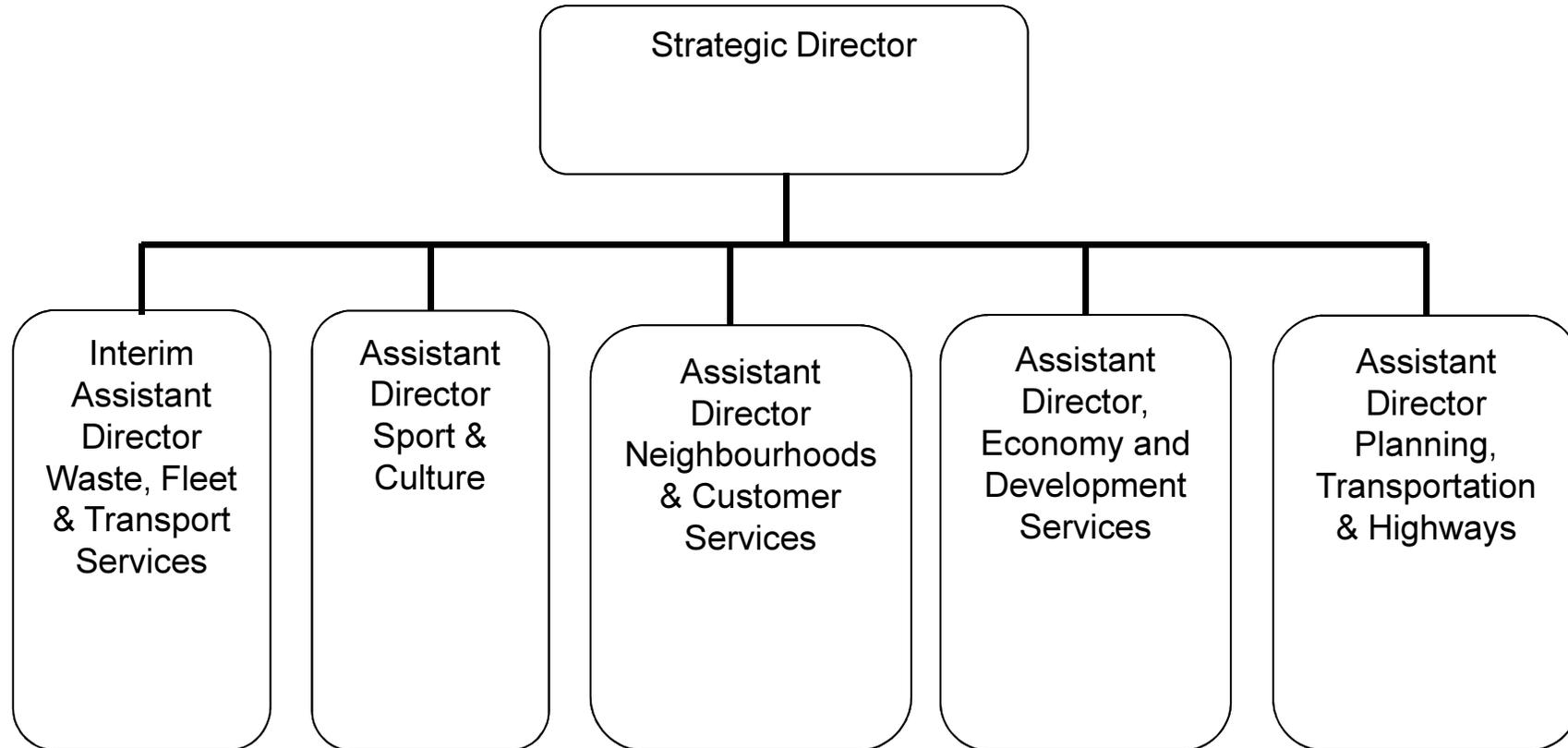
City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL



DEPARTMENT OF CHILDREN'S SERVICES



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

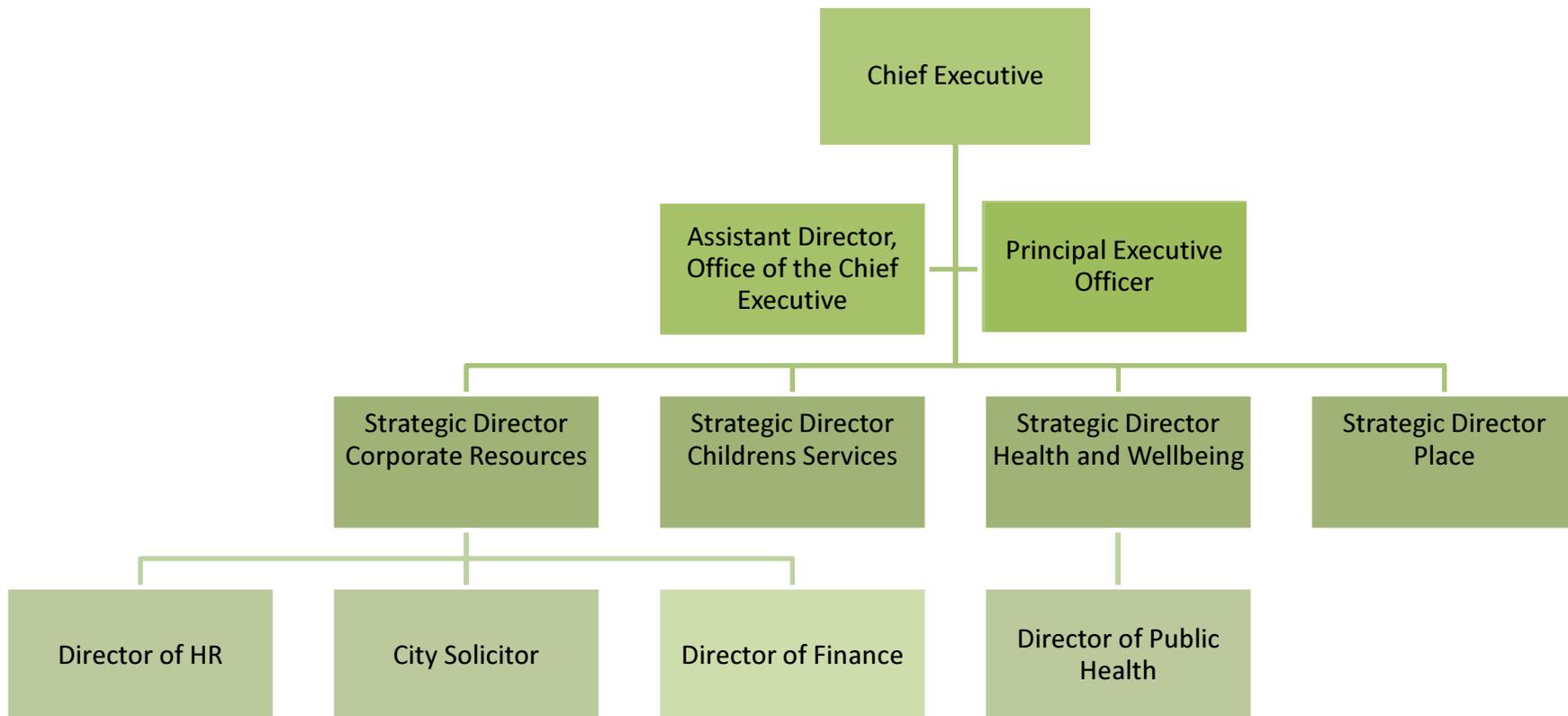


DEPARTMENT OF PLACE



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

MEMBERS OF THE COUNCIL MANAGEMENT TEAM



PAY POLICY STATEMENT

FOR THE FINANCIAL YEAR

2019/2020

Statement of Pay Policy for the year 1 April 2019 to 31 March 2020

1. Introduction

Sections 38 – 43 of the Localism Act 2011 require the Authority to produce a policy statement that covers a number of matters concerning the pay of the Authority's staff, principally its Chief Officers and the Authority's lowest paid employees. This pay policy statement meets the requirements of the Localism Act 2011 and takes account of the guidance issued by the Secretary of State for Communities and Local Government in February 2012 and the supplementary guidance issued in February 2013 both entitled "Openness and accountability in local pay: Guidance under section 40 of the Localism Act" together with the Local Government Transparency Code 2015 where applicable.

This pay policy statement does not apply to employees of schools maintained by the Authority and is not required to do so.

In accordance with the provisions of the Localism Act 2011 this pay policy statement is required to be approved by a resolution of the Authority before it comes into force.

Once approved by the full Council, this policy statement will come into immediate effect, superseding the 2018/19 pay policy statement, and will be reviewed annually.

2. Definitions used in this Pay Policy Statement

All the posts below are collectively referred to as **Chief Officer**.

- **Head of the Paid Service**, which in this Authority is the post of Chief Executive
- **Statutory Chief Officers**, which in this Authority are:-
 - Strategic Director - Children's Services*
 - Strategic Director - Health & Wellbeing who is the Authority's designated Director of Adult Social Services.
 - Director of Finance who is the Authority's Chief Finance Officer under section 151 Local Government Act 1972 and section 6 Local Government and Housing Act 1989
 - City Solicitor who is the Authority's Monitoring Officer under section 5 Local Government and Housing Act 1989.
 - Director of Public Health

* An interim Strategic Director Children's Services has been engaged pending appointment to the substantive position of Strategic Director Children's Services.

- **Non-statutory Chief Officers and Deputy Chief Officers**, which in this Authority are:-

All other Strategic Directors, Directors, Deputy Directors and Assistant Directors.

The **Lowest Paid Employees** are defined as employees paid on Spinal Column Point 1 (as at 1/4/19) of the National Joint Council (NJC) for Local Government Services pay scales. This definition has been adopted as it is the lowest level of remuneration attached to a post in this Authority (see section 5 below).

3. The Overall Approach to Pay and Remuneration

The Authority's overall approach to pay and remuneration for its employees is based on:

- Ensuring that the overall remuneration aligns with:-
 - The responsibilities and accountabilities of particular posts
 - Market norms for the local government and public sectors
 - Pay levels in the local area, including neighbouring public sector employers.

The Authority seeks to maintain this overall approach by carefully monitoring pay data provided by the Joint Negotiating Committees (JNCs) for Chief Officers and Chief Executives of Local Authorities, Local Government Association/Employers and other pay surveys.

4. Policy on Remunerating Chief Officers

Policy on Remunerating the Chief Executive

The Chief Executive is employed pursuant to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Executives of Local Authorities as amended and supplemented by local agreements and decisions.

The Authority recognises that the role of Chief Executive is to lead the Authority's workforce, has the greatest level of accountability and so warrants the highest pay level in the Authority.

When setting the remuneration for the Chief Executive the Authority will compare the current salary of the post with comparable salaries for Chief Executives at councils of a similar size, type and location. Specialist advice will normally be sought on an appropriate starting salary.

The Chief Executive is employed on a defined salary (not a grade range) and this salary is increased in accordance with any nationally agreed pay awards as determined by the national Joint Negotiating Committee for Chief Executives of Local Authorities.

Salary of the Chief Executive as at 1 April 2019 is £189,419 p.a. which has been increased in accordance with the nationally agreed pay award as determined by the national Joint Negotiating Committee for Chief Executives of Local Authorities.

Policy on Remunerating other Chief Officers

Chief Officers are employed pursuant to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Officers as amended and supplemented by local agreements and decisions.

Grades for Chief Officer posts are determined through the recognised 'Hay' job evaluation system. Job evaluation is a systematic way of determining the value of a job in relation to other jobs in the organisation. The 'Hay' system provides an analytical approach to evaluating the job value through allocating points to different factors (responsibilities and duties) of the job role, the total score of which equates to a grade range within the Authority's pay and grading structure for Chief Officers. These grade ranges are set out below.

A grade range consists of a number of incremental salary points through which employees

Pay Policy Statement

may progress until the top of the grade is reached. Progression within each grade range will normally be by annual increment at 1 April each year until the top of the grade range is reached.

The grades and salary ranges as at 1 April 2019 are:

| | |
|----------------------|-----------------------------|
| Strategic Director 1 | £138,163 - £144,847 (SD1) |
| Strategic Director 2 | £113,652 - £124,793 (SD2) |
| Director 1 | £106,131 - £116,744 (Dir 1) |
| Assistant Director 1 | £ 96,603 - £102,287 (AD1) |
| Assistant Director 2 | £ 85,238 - £ 96,603 (AD2) |
| Assistant Director 3 | £ 73,874 - £ 85,238 (AD3) |

All the posts referred to as 'Chief Officer' for the purpose of this pay policy statement and the respective salary ranges are attached at Appendix B.

Other Aspects of Chief Officer Remuneration

Other aspects of Chief Officer remuneration covered by this pay policy statement include the policies in respect of recruitment, pay increases, performance related pay, earn back (withholding an element of base salary related to performance), bonuses, ex gratia payments, honoraria (payment for increased duties and responsibilities), termination payments and re-employment when in receipt of a Local Government Pension Scheme (LGPS) pension or a redundancy/severance payment. These matters are addressed in the schedule that is attached to this pay policy statement at **Appendix A**.

Public Health

Following the transfer of responsibility for public health to local authorities on 1 April 2013, those employees of the NHS assigned to the area transferring, transferred to the employment of the Authority and remain on their current terms and conditions of employment including salary and membership of the NHS pension scheme.

There are a number of the Public Health Consultants who report to the Director of Public Health on NHS pay rates which fall within the pay ranges assigned to JNC Chief Officers within the Council. As such, some or all of this pay policy statement may not apply to them.

Tax Avoidance Measures

All chief officers are remunerated via monthly salary payments through PAYE. Appropriate tax and national insurance deductions are made in accordance with HMRC regulations and there are no arrangements in place for the purpose of minimising tax payments.

Where the Council is unable to recruit senior managers, or there is a need for interim support to provide cover for a substantive Chief Officer role, the Council will, where necessary, consider engaging individuals under a "contract for service". These will be sourced through a relevant procurement process ensuring the Council is able to demonstrate the maximum value for money benefits from competition. In these cases, appropriate tax and national insurance deductions will be assessed and deducted as required in accordance with HMRC IR35 regulations.

5. Policy on Remunerating the Lowest Paid Employees in the Workforce

Pay levels for specific posts are determined through a job evaluation system. Job Evaluation is a systematic way of determining the value of a job in relation to other jobs in the organisation. The job evaluation scheme provides an analytical approach to evaluating

Pay Policy Statement

the job value through allocating points to different factors (responsibilities and duties) of the job role, the total score of which equates to a grade within the Authority's pay and grading structure. The Authority uses the National Joint Council Local Government Services Job Evaluation Scheme (the NJC Scheme) to evaluate all posts on Bands 1 to 8 (this now covers spinal column point 1 to 22 of the NJC pay spine as at 1/4/19).

The pay levels are increased in accordance with any nationally agreed pay awards as determined by the National Joint Council (NJC) for Local Government Services.

Remuneration of Lowest Paid Employees

- a. The lowest pay point in this Authority as at 1 April 2019 is spinal column point 1 which relates to an annual full time salary of £17,364 p.a. and can be expressed as an hourly rate of pay of £9.00. This pay point and salary is the lowest pay point routinely used by the Authority for its substantive roles determined by the Authority as part of its pay and grading structure for employees employed on Local Government Services Terms and Conditions. This is the definition of the "lowest paid employees" adopted by the Authority for the purposes of this Pay Policy Statement and is only increased in accordance with any nationally agreed pay awards as determined by the NJC for Local Government Services.
- b. There is no bonus pay.
- c. Additional allowances or other payments are made in connection with an employee's pattern of hours e.g. shift work, but these are only paid in accordance with the terms and conditions of employment that have been negotiated and agreed through appropriate collective bargaining mechanisms (national or local) or as a consequence of Authority decisions.
- d. There are no benefits in kind.
- e. Redundancy payments are paid in accordance with the Authority's Discretionary Compensation Policy. [Discretionary Compensation Policy.doc](#)
- f. Based on the application of the job evaluation process, the Council uses the nationally negotiated, National Joint Council (NJC) pay spine as the basis for its local grading structure for all posts graded up to and including Band 8 (this covers spinal column points 1 to 22 of the NJC pay spine as at 1/4/19.)

6. Policy on the Relationship between Chief Officer Remuneration and that of Other Staff

This section sets out the Authority's overall approach to ensuring pay levels are fairly and appropriately dispersed across the organisation, including the current pay multiple which applies within the Authority.

The Authority believes that the principle of fair pay is important to the provision of high quality and well-managed services and is committed to ensuring fairness and equity in its remuneration practices. The Authority's pay policies, processes and procedures are designed to ensure that pay levels are appropriately aligned with, and properly reflect, the relative demands and responsibilities of each post and the knowledge, skills and capabilities necessary to ensure that the post's duties are undertaken to the required standard, as well as taking account of relevant market considerations, if necessary. This includes ensuring that there is an appropriate relationship between the pay levels of its senior managers and of all other employees.

The Local Government Transparency Code 2015 requires the Authority to publish its 'pay

Pay Policy Statement

multiple', i.e. the ratio between the highest paid salary and the median average salary of the whole of the Authority's workforce. Guidance issued under the Localism Act 2011 recommends that the 'pay multiple' is included in the Authority's pay policy statement.

From 1 April 2019 the highest paid salary in this Authority is £189,419 p.a. which is paid to the Chief Executive. The median average salary in this Authority (not including employees in schools maintained by the Authority) is £21,166 p.a. The ratio between the two salaries, the 'pay multiple' is 8.9:1. 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.

7. Approval of New Posts with a Salary Package of £100,000 p.a. or more

All the posts referred to as 'Chief Officer' for the purpose of this pay policy statement and the respective salary ranges are attached at Appendix B.

The Authority will ensure that full Council must approve any salary package of £100,000 p.a. or more before it is offered in respect of a new post not listed in Appendix B or if it is proposed to pay more than the top of the salary range for an existing post in Appendix B (excluding pay awards) unless paragraph 9 of this pay policy statement applies. This does not apply to offers of appointment made to employees employed in schools maintained by the Authority. The salary package will be defined as base salary, routinely payable allowances and any benefits in kind that are due under the contract.

8. Severance Payments for Chief Officers

If the Council is considering making a severance payment to a Chief Officer the decision as to whether such a payment should be made will be taken by Staffing Committee or a sub-committee of Staffing Committee both of which are sub-committees of full Council provided that if the proposed severance payment is £100,000 or more, (excluding accrued pension rights) then the decision as to whether the payment should be made will be taken by full Council.

9. Flexibility to Address Recruitment Issues for Vacant Posts

In the vast majority of circumstances the provisions of this pay policy statement will enable the Authority to ensure that it can recruit effectively to any vacant post. There may be exceptional circumstances when there are recruitment difficulties for a particular post and where there is evidence that an element of the overall remuneration is not sufficient to secure an effective appointment. This pay policy statement recognises that this situation may arise in exceptional circumstances and therefore a departure from this policy can be implemented without having to seek full Council approval for a change of the pay policy statement. Such a departure from this pay policy statement will be expressly justified in each case and will be approved through an appropriate Authority decision making process.

10. Amendments to the Policy

If a major change to this pay policy statement is considered to be appropriate during the year, then a revised draft pay policy statement will be presented to full Council for consideration.

11. Policy for Future Years

This pay policy statement will be reviewed each year and will be presented to full Council each year for consideration in order to ensure that a policy is in place for the Authority prior to the start of each financial year.

12. Publication

The Authority will publish this pay policy statement on its website (www.bradford.gov.uk) as soon as is reasonably practicable after it has been approved by Council. Any subsequent amendments to this pay policy statement made during the financial year to which it relates will also be similarly published. The Authority currently publishes information on Chief Officer Remuneration in its Annual Statement of Accounts in accordance with the requirements of the Accounts and Audit Regulations 2015 and the Local Government Transparency Code 2015 [Statement of Accounts | Bradford Council](#)

Other Aspects of Chief Officer Remuneration

| Aspect of Chief Officer Remuneration | Authority Policy |
|---|--|
| Recruitment | The post will be advertised and appointed to at the appropriate approved salary grade and salary range for the post in question (as set out in Section 4 and Appendix B) unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the overall remuneration. In such circumstances a variation to the remuneration package may be appropriate under the Authority's pay policy statement and any variation will be approved through the appropriate decision making process. The Authority has a relocation scheme that provides assistance to all new employees including Chief Officers meeting the relocation criteria up to a maximum of £5,750. |
| Pay Increases | The Authority will apply any pay increases that are determined by relevant national negotiating bodies. |
| Performance Related Pay | The terms of the contract of employment do not provide for performance related pay. |
| Earn-Back (Withholding an element of base salary related to performance) | The terms of the contract of employment do not provide for an element of base salary to be withheld related to performance. Any areas of underperformance are addressed in accordance with relevant Authority procedure. |
| Bonuses | The terms of the contract of employment do not provide for the payment of bonuses. |
| Ex-Gratia Payments | The Authority does not make ex gratia payments. |
| Honoraria | Honoraria payments are additional payments paid to employees for increased duties and responsibilities. Honoraria will only be considered where employees take on additional duties and responsibilities beyond the remit of their substantive role and would be subject to approval through the appropriate decision making process. |
| Expenses | The Authority pays reasonable out-of-pocket expenses actually incurred. |
| Local Government Pension Scheme (LGPS) | <p>The Authority provides access to the Local Government Pension Scheme for Chief Officers in accordance with the statutory provisions of the scheme.</p> <p>The employer's contribution rate for all Authority employees who are members of the LGPS is currently 17.5% (1 April 2019) of salary and is set by actuarial valuation of the West Yorkshire Pension Fund every 3 years. How much employees pay themselves in pension scheme contributions depends on how much they earn. The employee contribution rates from 1 April 2019 are:</p> <p>Employees earning up to £14,400 contribute 5.5% Employees earning between £14,401 and £22,500 contribute 5.8% Employees earning between £22,501 and £36,500 contribute 6.5% Employees earning between £36,501 and £46,200 contribute 6.8% Employees earning between £46,201 and £64,600 contribute 8.5% Employees earning between £64,601 and £91,500 contribute 9.9% Employees earning between £91,501 and £107,700 contribute 10.5%. Employees earning between £107,701 and £161,500 contribute 11.4%. Employees earning more than £161,501 contribute 12.5%.</p> |

Pay Policy Statement

| Aspect of Chief Officer Remuneration | Authority Policy |
|---|---|
| Termination Payments and payment of pension benefits on termination | <p>There are no separate provisions for termination payments for Chief Officers. Redundancy payments will be paid in accordance with the Authority's Discretionary Compensation Policy.doc</p> <p>The Authority has agreed written policies on how it will apply any discretionary powers it has under the LGPS regulations. The Authority's policies are provided at LGPS Pension Discretion Policy Statements. There are no separate policies for Chief Officers.</p> <p>Other than payments referred to above the Authority's policy is not to make any other termination payments, other than where it has received specific legal advice to the effect that a payment may be necessary in appropriate cases to eliminate risk of successful legal claims or to settle legal proceedings against the Authority.</p> |
| Election Fees | <p>The Chief Executive receives fee payments pursuant to his/her appointment as Returning Officer at national elections. The fees paid in respect of national and European elections vary according to the size of the electorate and number of postal voters and are calculated in accordance with an allowance set by central government. Fee payments for national and European elections are, in effect, not paid by the Authority as the fees are reclaimed.</p> <p>The Chief Executive does not receive any additional payment for the role of Returning Officer for local government elections.</p> <p>Separate payments set by the Authority are made to the City Solicitor as Deputy Returning Officer, in accordance with the same principles for the Returning Officer as described above.</p> <p>The amounts paid are published on the Authority's website in the Annual Statement of Accounts in accordance with the requirements of The Accounts and Audit Regulations 2015. Statement of Accounts Bradford Council</p> |
| Re-employment of Chief Officers in receipt of a LGPS Pension or a redundancy/ severance payment | <p>The Authority is under a statutory duty to appoint on merit (section 7 Local Government and Housing Act 1989) and has to ensure that it complies with all appropriate employment and equalities legislation. The Authority will always seek to appoint the best available candidate who has the skills, knowledge, experience, abilities and qualities needed for the post. The Authority will therefore consider all applications from candidates to try to ensure the best available candidate is appointed. If a candidate is a former employee in receipt of a LGPS pension or a redundancy payment this will not rule a candidate out from being re-employed by the Authority. If a former employee leaves the Authority by reason of redundancy the individual cannot be reappointed to their old post as it will not exist. The Authority will apply the provisions of the Redundancy Payments (Continuity of Employment in Local Government, etc.) (Modification) Order 1999 regarding the recovery of redundancy payments where appropriate. Pension Regulations also contain provisions to reduce pension payments in certain circumstances to those in receipt of a pension who return to work within the local government service.</p> |
| Car allowance payment | Chief Officers will be paid Car Allowances in accordance with HMRC rates. |
| Provision of Mobile Telephones/Communication device/ICT equipment | Where appropriate these will be provided for business use and any work related costs will be met by the Authority. |
| Professional subscriptions | A professional subscription is only paid if membership is required by statute. |

SENIOR MANAGEMENT STRUCTURE & SALARY RANGES AT 1/4/19

| JOB TITLE | GRADE | SALARY RANGE |
|--|-------|---------------------|
| Chief Executive | CEX | £189,419 |
| SD Corporate Resources | SD1 | £138,163 - £144,847 |
| SD Children's Services | SD1 | £138,163 - £144,847 |
| SD Health & Wellbeing | SD1 | £138,163 - £144,847 |
| SD Place | SD1 | £138,163 - £144,847 |
| CHIEF EXECUTIVE'S OFFICE | | |
| Director of West Yorkshire Pension Fund | AD1 | £96,603 - £102,287 |
| AD Office of the Chief Executive | AD2 | £85,238 - £96,603 |
| CORPORATE RESOURCES | | |
| City Solicitor | AD1 | £96,603 - £102,287 |
| Director of Human Resources | AD1 | £96,603 - £102,287 |
| Director of Finance | AD1 | £96,603 - £102,287 |
| AD Revenue & Benefits | AD3 | £73,874 - £85,238 |
| AD Information Services | AD3 | £73,874 - £85,238 |
| AD Estates & Property | AD2 | £85,238 - £96,603 |
| CHILDREN'S SERVICES | | |
| Deputy Director Children's Social Care | AD1 | £96,603 - £102,287 |
| Deputy Director Education & Learning | AD1 | £96,603 - £102,287 |
| AD Performance, Commissioning & Partnerships | AD2 | £85,238 - £96,603 |
| HEALTH & WELLBEING | | |
| AD Operational Services | AD2 | £85,238 - £96,603 |
| AD Commissioning & Integration | AD2 | £85,238 - £96,603 |
| Director of Public Health | AD1 | £96,603 - £102,287 |
| PLACE | | |
| AD Waste, Fleet & Transport Services | AD2 | £85,238 - £96,603 |
| AD Sport & Culture | AD2 | £85,238 - £96,603 |
| AD Neighbourhoods & Customer Services | AD2 | £85,238 - £96,603 |
| AD Economy & Development Services | AD2 | £85,238 - £96,603 |
| AD Planning, Transportation & Highways | AD2 | £85,238 - £96,603 |

SENIOR MANAGEMENT STRUCTURE & SALARY RANGES AT 01/04/20

| JOB TITLE | GRADE | SALARY RANGE |
|--|-------|---------------------|
| Chief Executive | CEX | £194,628 |
| SD Corporate Resources | SD1 | £141,962 - £148,830 |
| SD Children's Services | SD1 | £141,962 - £148,830 |
| SD Health & Wellbeing | SD1 | £141,962 - £148,830 |
| SD Place | SD1 | £141,962 - £148,830 |
| CHIEF EXECUTIVE'S OFFICE | | |
| Director of West Yorkshire Pension Fund | AD1 | £99,260 - £105,100 |
| AD Office of the Chief Executive | AD2 | £87,582 - £99,260 |
| CORPORATE RESOURCES | | |
| City Solicitor | AD1 | £99,260 - £105,100 |
| Director of Human Resources | AD1 | £99,260 - £105,100 |
| Director of Finance | AD1 | £99,260 - £105,100 |
| AD Revenue & Benefits | AD3 | £75,906 - £87,582 |
| AD Information Services | AD3 | £75,906 - £87,582 |
| AD Estates & Property | AD2 | £87,582 - £99,260 |
| CHILDREN'S SERVICES | | |
| Deputy Director Children's Social Care | AD1 | £99,260 - £105,100 |
| Deputy Director Education & Learning | AD1 | £99,260 - £105,100 |
| AD Performance, Commissioning & Partnerships | AD2 | £87,582 - £99,260 |
| HEALTH & WELLBEING | | |
| AD Operational Services | AD2 | £87,582 - £99,260 |
| AD Commissioning & Integration | AD2 | £87,582 - £99,260 |
| Director of Public Health | AD1 | £99,260 - £105,100 |
| PLACE | | |
| AD Waste, Fleet & Transport Services | AD2 | £87,582 - £99,260 |
| AD Sport & Culture | AD2 | £87,582 - £99,260 |
| AD Neighbourhoods & Customer Services | AD2 | £87,582 - £99,260 |
| AD Economy & Development Services | AD2 | £87,582 - £99,260 |
| AD Planning, Transportation & Highways | AD2 | £87,582 - £99,260 |

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