

Derbyshire County Council

Pay Policy Statement

Introduction

The Council is committed to fairness and transparency of pay in employment.

This Pay Policy Statement sets out the Council's policy on pay for senior managers and employees for 2021-22 and is in accordance with the requirements of section 38 of the Localism Act 2011 and Guidance and Supplementary Guidance issued by the Department for Communities and Local Government in February 2012 and February 2013. For the purposes of this statement, senior managers means 'chief officers' as defined by section 43 of the Localism Act 2011. The posts falling within the statutory definition are set out at Appendix 1.

Under the Local Government Transparency Code 2015 additional organisational information is required to be published annually on the website. This consists of third tier organisation charts, senior salaries information, including functional responsibilities, budget amounts and numbers of staff responsible for, together with details of trade union facility time. Read about [current organisational data and trade union information](#).

This Pay Policy Statement was approved by Full Council on 3 February 2021 and comes into force on 1 April 2021.

Full Council will approve the appointment of the Managing Executive Director (Head of Paid Service) and Executive Directors following the recommendation of such an appointment by a panel formed from the Appointments and Conditions of Service Committee, together with any appointments above £100k.

Any amendments to this policy, other than minor updates to reflect the 2021/22 pay agreement, will require the approval of Full Council.

Scope

The statement applies to all Council employees, excluding teachers and staff of local authority schools.

About the Council

For 2021-22 the Council has a net budget requirement of £571.7m and will use these funds to provide approximately 803,000 residents with essential local services. By 31 March 2026 the Council needs to save £72.6m due to reductions in Government grants, inflation and greater demands on areas of the budget for Adult Social Care, vulnerable children and waste disposal.

As £13.3m savings are planned in 2021-22 it is important that services provide excellent value for money and make the best use of our resources.

The Council has 12,023 appointments across four departments. A temporary Managing Executive Director (Head of Paid Service) and three Executive Directors, together with the Director of Finance & ICT, Director of Public Health, Director of Legal and Democratic Services and Director of Organisation Development & Policy form the

Council's Corporate Management Team leading the work that provides services across Derbyshire.

Pay arrangements

The Council uses the Korn Ferry Group's Job Evaluation Scheme to evaluate the elements of each job to provide an individual score line and total points score. The Council's pay structure is aligned to the scheme's points bandings and applies across the whole workforce (with the exception of Soulbury, Further Education Lecturers, Apprentices and centrally employed Teaching and Headteacher posts). Read about [the Council's pay structure](#). Read here for [further information on the job evaluation scheme, including the elements assessed](#).

The Council has agreed to apply market rates to address recruitment and retention difficulties where these arise subject to strict criteria and approval through the Appointments and Conditions of Service Committee. Read about [the Council's Market Supplement Policy](#).

Performance related pay and bonuses, including lease cars, are not part of the remuneration package within the Council.

Chief Officers' Remuneration

The grade and salary range of the Managing Executive Director, Executive Directors and statutory chief officers is set out below. *Senior Salaries shown reflect the 2020/21 salary rates and are subject to change following the 2021/22 JNC pay agreement.*

Job Title	Grade	Salary range 2020/21
Temporary Managing Executive Director Commissioning, Communities & Policy (<i>Head of Paid Service</i>)	21	£150,554- £164,728
Executive Directors: <ul style="list-style-type: none">• Adult Social Care & Health (<i>Statutory Chief Officer</i>)• Children's Services (<i>Statutory Chief Officer</i>)• Place (<i>Non Statutory Chief Officer</i>)	20	£117,869- £129,655
Director of Public Health (<i>Statutory Chief Officer</i>) Director of Finance & ICT (<i>Statutory Chief Finance Officer</i>) Director of Legal & Democratic Services (<i>Monitoring Officer</i>)	18	£92,402- £101,644

Additional information on chief officer salaries is published in the Local Government Transparency Code data at [senior salaries](#) and salary scales at [salary-scales](#)

Lowest Paid Employee

Pay point 1 on the Derbyshire Pay and Grading Structure in Grade 1/2 (2020/21) £17,840 (£9.25/hr), is the salary that is defined as the lowest within the Council.

The Council employs apprentices who are not included within the definition of 'lowest paid employees' as they are employed on temporary contracts and paid the national minimum wage for their age rate.

Pay Multiple

In accordance with the Hutton Review of Fair Pay in the Public Sector and the requirements of the Local Government Transparency Code 2015, based on the 2020/21 pay structure, the pay multiple between the median salary (£21,999) and the highest salary (£150,554) is a ratio of 6.8:1.

Starting Pay

All employees, including senior managers, will normally be appointed to the minimum point of the pay grade for the job.

In certain cases it may be appropriate to appoint to a higher point in the pay grade. This may arise when, for example, the preferred candidate for the job is, or has been, in receipt of a salary at a higher level than the grade minimum, or has undertaken an extended period of acting up duties within the job.

Pay Progression

Employees on Grades 1/2 to 4 are on single pay points. Employees on Grade 5 and above receive annual increments until the top of their salary grade has been reached. The first increment is paid when the employee has been in post for 12 months.

National Pay Agreement

The Derbyshire Pay and Grading Structure is adjusted by any 'cost of living' increase agreed nationally by the relevant National Joint Committee. If the national agreement is not a flat rate increase, application will reflect the national agreement and read across to the Derbyshire Pay and Grading Structure. The statement will be updated once relevant pay agreements are finalised.

Terms and Conditions

All employees are covered by the Derbyshire Package terms and conditions of service. Read about [the Derbyshire Package terms and conditions of service](#) here. Other conditions, such as disciplinary procedures and pay awards are negotiated by the National Joint Council for Local Government Services for employees up to Grade 16 and the Joint Negotiating Committee for Chief Officers of Local Authorities for senior managers Grade 17 and above.

Protection of Earnings Policy

Read about the Council's [policy on Protection of Earnings here](#). This applies to all employees of the Council.

The period of pay protection is for a maximum of two years from the date of the change of basic pay.

Termination of employment

No additional payments are made to any employee of the Council, including senior managers, at their point of leaving the employment of the Council, except in circumstances of redundancy and that is in accordance with the Council's published policy statements.

Local Government Pension Scheme

The Council is part of the Local Government Pension Scheme which provides pension benefits to eligible employees. Read about [the Local Government Pension Scheme](#) here.

The Council exercises the various discretions provided by the Local Government Pension Scheme. Read about the [discretions provided by the Local Government Pension Scheme](#).

Short Term Secondments

A temporary payment may be made for covering part of another job or taking on extra responsibilities. Read about the [Secondment Policy](#).

Gender Pay Gap

In accordance with the Gender Pay Gap legislation which came into force on 31 March 2017, employers with at least 250 employees are required to publish their gender pay gap information by 31 March each year. Read about [the Council's Gender Pay Gap](#) which is published annually on the Council's website and the [Government's website](#).

Appendix 1 – Senior Management Structure

Managing Executive Director Commissioning, Communities and Policy (Head of Paid Service)

- Director of Legal and Democratic Services (Monitoring Officer)
 - Assistant Director of Legal Services x 2
 - Democratic Services and Registration Manager
 - Director of Organisation Development and Policy
 - Director of Corporate Property
 - Director of Finance and ICT (Statutory Chief Finance Officer)
 - Assistant Director Finance x 2
 - Head of Pensions and Investments
 - Assistant Director ICT
 - Finance Manager x 2
 - Director of Community Services
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- Executive Director Adult Social Care and Health (Statutory Chief Officer)
 - Director of Public Health (Statutory Chief Officer)
 - Deputy Director of Public Health
 - Service Director Adult Social Care
 - Service Director Transformation
 - Service Director Commissioning and Performance
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- Executive Director Children's Services (Statutory Chief Officer)
 - Service Director Early Help and Safeguarding
 - Service Director Performance, Quality and Partnerships
 - Service Director Schools and Learning
 - Service Director Commissioning and Transformation
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- Executive Director Place (Non-statutory Chief Officer)
 - Service Director Highways
 - Service Director Economy and Regeneration
 - Assistant Director Environment
 - Assistant Director of Resources and Improvement

Appendix 1 – Senior Management Structure

