

Bristol City Council

Pay Policy Statement
for the period
1st April 2019 to 31st March 2020

1. Introduction

- a. It is essential that the Council attracts and keeps people with the right talents and commitment to lead and deliver great services to Bristol's citizens. At the same time the Council has to get the best value for the taxpayer.
- b. This Statement explains the Council pay policies for its highest and lowest-paid employees. It is written and published in line with the Localism Act 2011 (the Act) and guidance issued by the Secretary of State (the Guidance). It was approved by full Council on 19th March 2019.
- c. The Guidance is clear that decisions on pay policies should be made by councillors. The Council is committed to making sure that all councillors have a say on how pay decisions are made, especially about its highest-paid employees. To achieve this, the Statement is reviewed every year. The Mayor is consulted, and any proposals made are taken into account. The draft statement is considered by the Human Resources Committee and finally by full Council. Both meetings are open to the public.
- d. In line with the law (the Local Authorities (Elected Mayor and Mayor's Assistant) (England) Regulations 2002), the pay of the Mayor's Assistant is set as the Mayor thinks fit, within the financial resources available to the Council. The Mayor's Assistant is currently paid at Director (Level 1).
- e. As recommended by the Guidance, this Statement sets out clearly and separately its policies on each of the requirements listed in the relevant sections of the Act. The Guidance says that this is to help enable taxpayers to decide whether they are getting value for money in the way that public money is spent on local authority pay and reward.
- f. The Council is committed to equal pay for all its employees and to removing any bias in its pay systems related to age, disability, gender, race, religion or belief or on the grounds of being bisexual, gay, lesbian or transgender. Equal pay applies to all contractual terms and conditions as well as pay.
- g. The Council became an accredited Living Wage Employer with effect from 5th November 2018. The Council has paid its own employees no less than the Foundation Living Wage since 1st October 2014.
- h. The Council has worked to reform its pay structure during 2018/19. The new national agreement seeks to address compression within the existing pay spine and alleviate pressures on pay differentials at the bottom of structure. The new pay spine with effect from 1st April 2019 will take the UK Living Wage (as set by the Living Wage Foundation) as its starting point and will cover Bristol Grades 1 to 15.

2. Development priority for 2019/20

- a. The Council will consider options to further develop its pay structure to deal with future compression at the bottom and top of the pay spine for Bristol Grades 1 to 15. The options will take the Foundation Living Wage as its base and will have commonly distributed pay values and job evaluations points. This will include reviewing the pay arrangements for apprentices. All proposals will be subject to equality impact assessment and will be negotiated with the trade unions.

3. Pay of the Council's highest-paid employees

- a. The Council's highest-paid employees are Executive Directors and Directors. These roles are graded using the Hay methodology and the salaries are informed by market data. For the period covered by this Statement the salary for Executive Director roles will range from £135,000 to £165,000 with a mid-point of £150,000. The salary for Director (Level 2) roles will range from £94,000 to £120,000 with a mid-point of £107,000. The salary for Director (Level 1) roles will range from £85,000 to £105,000 with a mid-point of £95,000.

4. Pay of the Council's lowest-paid employees

- a. The Council's lowest-paid employees are those who are paid the Foundation Living Wage. The Council has adopted this definition because it has decided that none of its employees should be paid less than the Foundation Living Wage. The Foundation Living Wage is £9.00 per hour with effect from 1st April 2019, which equates to a minimum salary of £17,364 (based on a full-time week of 37 hours). The rate of the Foundation Living Wage is refreshed each November, and the Council applies the new rate from the following 1st April.
- b. Apprentices in their first year are paid £5 per hour. Apprentices in their second year are paid £5 per hour until they are 18 years old and then at the National Living Wage for their age. Apprentices in their third year are paid the Foundation Living Wage. An additional allowance of £25 per week is paid to apprentices who have left local authority care, and this is paid throughout their apprenticeship for as long as they live in independent accommodation.
- c. Interns, student placements and trainees are normally paid the Foundation Living Wage.

5. Relationship between the pay of the Council's highest and lowest-paid employees

- a. Will Hutton's 2011 Review of Fair Pay in the Public Sector recommended that all public service organisations publish their top to median pay ratio to allow the public to hold them to account. The Government's terms of reference for the Hutton review suggested that no public sector manager should earn more than 20 times the lowest paid person in the organisation.

- b. The change in these ratios at the Council over recent years is shown in the following table:

Year	Top to median pay ratio	Top to lowest salary ratio
2015	6.75:1	11.33:1
2016	6.23:1	10.05:1
2017	5.24:1	8.34:1
2018	6.03:1	9.77:1
2019	-	9.50:1

- c. For the period covered by this Statement the Council's top earner will be on a salary of up to £165,000 and the lowest-paid person will be on a salary of at least £17,364. This means that the Council's top to lowest salary ratio is 9.50:1.

6. Pay of Executive Directors and Directors when they start

- a. Pay will be within 10% of the minimum of the range unless otherwise agreed by the Human Resources Committee. Payment above the mid-point is reserved for roles where there is clear evidence that the market rate is significantly higher than the mid-point.
- b. The Guidance says that full Council should have the opportunity to vote before salary packages totalling £100,000 or more are offered for new appointments. Through its Constitution full Council delegates this to the Human Resources Committee.

7. Increases and additions to pay for Executive Directors and Directors

- a. The pay of Executive Directors and Directors will be reviewed each year through this Pay Policy Statement. The Council will be mindful of pay awards agreed by the Joint Negotiating Committee for Chief Executives of Local Authorities and the Joint Negotiating Committee for Chief Officers of Local Authorities. There will be no change to the ranges quoted in paragraph 3b above before 1st April 2020.

8. Performance-related pay for Executive Directors and Directors

- a. There is no performance-related pay for Executive Directors and Directors.

9. Bonuses for Executive Directors and Directors

- a. There are no bonuses for Executive Directors and Directors.

10. Pay of Executive Directors and Directors when they leave

- a. When an Executive Director or Director leaves they will be paid in line with what they are entitled to under their contract of employment (their notice period is three months) and the Council's policies.
- b. The Guidance says that full Council should have the opportunity to vote before severance packages costing £100,000 or more are paid to employees leaving the Council. The Government intends to go further than this and cap the cost of an employee leaving a job in the public sector at £95,000, an implementation date of these regulations is to be confirmed. Councils may be given the authority to approve severance packages that cost more than

£95,000 by a vote of full Council, but guidance on this has not yet been published. Until this change happens, the Council's current policy will continue, which is that the dismissal of Executive Directors and Directors is determined by the Human Resources Committee (except for the Head of Paid Service, Chief Finance Officer and Monitoring Officer, where this is a matter for full Council). Approving compensation for loss of office (ie, any payments not required by the contract of employment) in respect of chief officers and deputy chief officers including the Head of Paid Service is delegated to HR Committee by Full Council.

- c. The Government also intends to change the law so that someone who takes a severance package in the public sector can only work in the public sector again in the following 12 months if they pay back part of their severance payment, an implementation date of these regulations is to be confirmed. Until this change happens the Council's current policy will continue, which is that employees who leave due to voluntary severance will not be re-employed by the Council in a paid job or engaged directly or through a company on an "off-payroll" basis for 12 months after they leave. (Off-payroll means a person who is paid via a company rather than through the payroll as an employee). Employees who leave due to compulsory redundancy are free to apply for re-employment with the Council at any point after they've left.
- d. Where a situation arises that may lead to a proposal to make a severance payment to the Head of Paid Service or a JNC Chief Officer, a meeting of the Human Resources Committee will be called in exempt session in order to brief members on: The facts and circumstances relating to the matter, identifying potential risk and liabilities including legal costs, presenting potential options to resolve; and seeking the Committee's decision on the preferred option(s), including the parameters of any negotiation. The Mayor (or his nominee) may attend this meeting. The options provided to the Committee will include a costed options appraisal clearly identifying any discretionary elements of the proposed severance payment and will be approved by the Council's s.151 officer (or deputy) and the Monitoring Officer before being presented to the Committee.

11. Paying Executive Directors and Directors "off-payroll"

- a. In line with IR35 the Council deducts and pays income tax and National Insurance contributions to HMRC in respect of payments made on or after 6th April 2017 to people engaged through personal service companies.

12. Returning Officer fees

- a. The Council's Returning Officer for elections and referenda is appointed by full Council. Fees are paid for these duties. They vary depending on the type of poll and are published prior to each election. Fees for most polls (including national elections and referenda) are set and paid by the Government (rather than the Council).

13. More information about the pay of Executive Director and Directors

- a. The Council is committed to being open about its policies on pay. Approved pay policy statements are published on the Council's website at www.bristol.gov.uk/council-spending-performance/senior-officers-pay. Other information that the Council has to publish under the Local Government Transparency Code 2015 is available via that webpage.

14. More information about Pay Gap Reporting

- a. We publish our gender pay gap every 12 months on the Council's website at <https://www.bristol.gov.uk/documents/20182/32815/Bristol+City+Council+gender+pay+gap+data+2018> The gender pay gap report shows the pay gap between female and male Bristol City Council employees for the year ending 31 March 2018.