



## North Devon Council

Report Date: Tuesday, 12<sup>th</sup> November 2024

Topic: Review of Chief Officer Salary Levels

Report by: Councillor Clayton, Leader of North Devon Council

### 1. INTRODUCTION

- 1.1. The Statutory Pay Policy 2024 was considered by Full Council on 27 March 2024 and as part of that report, the comparable pay multiple of the Head of Paid Service pay to the lowest paid employee across other Councils was presented.
- 1.2. In addition, the report to Full Council included information from a pay analysis carried out by the Local Government Association that highlighted pay levels from comparative Councils which are similar to this authority together with comparative pay for Councils neighbouring North Devon Council.
- 1.3. The analysis showed that the remuneration of the Head of Paid Service for North Devon Council was the lowest comparable to District Councils in the area and also that nationally of similar Councils to North Devon.
- 1.4. The Statutory Pay Policy presented to Full Council included a policy statement that 'Salary levels will be consistent with similar organisations which aim to pay according to median (average) salaries'. Based upon the pay comparable information presented in addition, the policy wording was inconsistent to the current position.
- 1.5. As a result of this, Members approved the following resolution at Full Council;

*RESOLVED that the report, its Appendix and Annex thereto be approved and that in order to address the points made in the report about inconsistencies with the adopted policy, the Governance Committee be tasked with conducting a review of Chief Officer post salary levels, including the obtaining of independent advice and evidence from the Local Government Association and formulating recommendations and these come back to Council for consideration.*

- 1.6. This report provides an updated pay analysis from the Local Government Association to enable Members of Governance Committee to carry out the review of Chief Officer salary levels.

## 2. RECOMMENDATIONS

- 2.1. Members note the independent comparative pay analysis report from the Local Government Association.
- 2.2. That in considering the information contained in 2.1 above, to carry out a review of Chief Officer salary levels and following this review, make recommendations to Full Council on the level of remuneration considered appropriate or, if no changes to remuneration are recommended, the changes required to the Statutory Pay Policy to reflect that decision.
- 2.3. Subject to 2.2 above, if recommendations are made to Full Council that these be subject to an Equality Impact Assessment being included.

## 3. REASONS FOR RECOMMENDATIONS

- 3.1. Full Council resolved that this committee carry out a review of the level of Chief Officer pay in light of having received the Statutory Pay Policy.
- 3.2. The Statutory Pay Policy should reflect the reality and so either remuneration should reflect the adopted Pay Policy or the Pay Policy should be amended.

## 4. REPORT

- 4.1. The Statutory Pay Policy 2024 was considered by Full Council on 27 March 2024 and as part of that report comparable pay multiple of the Head of Paid Service pay to the lowest paid employee across other Councils was presented.
- 4.2. All Councils are required to publish their Pay Policy information and the following table presented to Full Council showed how the Pay multiple of the Head of Paid Service to the lowest paid employee compares across the other District Councils in the area.

Authority	Pay multiple to lowest paid employee
North Devon	4.45
Mid Devon	5.22
Exeter	5.53
Torrige	5.6
East Devon	5.9
Teignbridge	6.14
South Hams	6.24
West Devon	6.24

In addition to the above, published data from the Taxpayers Alliance enabled a further comparison nationally of the remuneration of senior posts within Local Councils. This data showed that the post of Head of Paid Service for North Devon Council was one of the lowest paid Chief Executives in the Country.

- 4.3. The remuneration of the Head of Paid Service was last reviewed in 2019. The pay multiple figures outlined above, clearly show that the remuneration of the Head of Paid Service for North Devon Council is the lowest comparable to District Councils in the area. It is important that the Council fairly reflects the pay remuneration for Senior posts that attract the level of responsibility that the post carries, this is crucially important to ensure staff retention and/or attracting officers within this statutory role.
- 4.4. To aid Governance Committee members in carrying out a review, the Local Government Association have provided an independent report which outlines comparable remuneration of Chief Officers between Councils throughout the Country that are similar to North Devon Council and also the comparable information to those Councils neighbouring North Devon Council.
- 4.5. The independent report from the Local Government Association can be found in Appendix A.
- 4.6. Members should consider the information contained within the independent report and form an opinion in whether they feel the level of current remuneration for Chief Officers within North Devon Council is at a fair level, and if any changes are felt then this should form part of a recommendation to Full Council.

## 5. RESOURCE IMPLICATIONS

- 5.1. As contained within the report, however any change to the current level of remuneration would have an impact upon the revenue budget which would need to be financed within the existing budgetary framework.



## 6. EQUALITIES ASSESSMENT

6.1. There are not any environmental implications anticipated as a result of this report, however if recommendations are made to Full Council in relation to changes to Chief Officer remuneration levels, the recommendation outlines that these be subject to an Equality Impact Assessment being included.

## 7. ENVIRONMENTAL ASSESSMENT

7.1. There are not any environmental implications anticipated as a result of this report.

## 8. CORPORATE PRIORITIES

8.1. What impact, positive or negative, does the subject of this report have on:

8.1.1. The commercialisation agenda, none.

8.1.2. Improving customer focus, none.

8.1.3. Regeneration or economic development, none.

## 9. CONSTITUTIONAL CONTEXT

9.1. The decision in respect of the recommendations in this report can be made by this Committee pursuant to delegated powers provided in Part 3 Annex 1 paragraph 5.

9.2. As noted in the report, the power to decide on one or more of the recommendations in this report is reserved to Council pursuant to Article 4.5.25 and as such the recommendation must be referred to Council to ratify.

## 10. STATEMENT OF CONFIDENTIALITY

This report contains no confidential information or exempt information under the provisions of Schedule 12A of 1972 Act.

## 11. BACKGROUND PAPERS

The following background papers were used in the preparation of this report:

- LGA report on comparative pay analysis May 2024

(The background papers are available for inspection and kept by the author of the report).



## 12. STATEMENT OF INTERNAL ADVICE

The author (below) confirms that advice has been taken from all appropriate Councillors and Officers: Jon Triggs, Director of Resources and Deputy Chief Executive