

Date: 15 October 2019

Subject: GMCA Pay Policy

Report of: Eamonn Boylan, Chief Executive Officer, GMCA & TfGM

PURPOSE OF REPORT

To seek approval to a revision and update of the current GMCA Pay Policy Statement in accordance with the Localism Act 2011 and the Local Government (Transparency Requirements) (England) Regulations 2014.

RECOMMENDATIONS:

To meet statutory requirements the GMCA must produce and publish the report annually to meet the requirements of the Localism Act 2011 therefore, we propose that this report is approved.

CONTACT OFFICERS:

Andrew Lightfoot, Deputy Chief Executive

David Alexander, Strategic Director of HR and OD

Ashley Southern, HR Systems and Information Manager

Risk Management – The current policy is available on the intranet. Approval by the Resources Committee in October 2019 will ensure we meet the statutory requirements for publication. Any further guidance provided will be incorporated into the policy to ensure it meets legislative requirements.

Legal Considerations – Legislative requirement.

Financial Consequences – Revenue – Not Applicable.

Financial Consequences – Capital – Not Applicable.

Number of attachments included in the report: 1

Comments and/or recommendation from the relevant Overview & Scrutiny Committee
Not Applicable.

BACKGROUND PAPERS:

The author of the report to include list of those documents on the subject matter which:

- The Localism Act 2011
 - <http://www.legislation.gov.uk/ukpga/1972/70/section/112>
- Senior management salaries where extracted from iTrent as at 31st March 2018.
- Pension data obtained from:
 - <https://www.gmpf.org.uk/cost/paybands.htm>
 - <http://www.fpsboard.org/images/PDF/Bulletin6/Appendix1.pdf>
- GMFRS Annual Gender Pay Gap Report as at 31 March 2018

TRACKING/PROCESS		
Does this report relate to a major strategic decision, as set out in the GMCA Constitution		No
EXEMPTION FROM CALL IN		
Are there any aspects in this report which means it should be considered to be exempt from call in by the relevant Scrutiny Committee on the grounds of urgency?		No
GM Transport Cttee	Overview & Scrutiny Committee	

BACKGROUND:

A first version of this regulatory requirement was developed in March 2012 following the implementation of the Localism Act 2011. Section 38 (1) of the Act requires that English and Welsh local authorities produce a Senior Pay Policy Statement for 2012/13 and each financial year after that. In 2014, the Department for Communities and Local Government published a revised Local Government Transparency Code on 3 October 2014 which sets out the transparency requirements to publish data relating to Senior Pay.

The GMCA has a requirement under section 38(1) of the Localism Act 2011 to prepare and publish a pay policy statement on an annual basis.

The statement sets out the GMCA's Pay policy for the financial year relating to:

- The remuneration of its chief officers
- The remuneration of its lowest paid employees
- The relationship between the pay of chief officers and that of other employees
- Revision / Inclusion to pension banding from April 2019 and update on employer pension contribution rate
- Inclusion of the March 2018 Gender Pay Gap figures

The requirement was introduced in order to:

- Increase the accountability, transparency and fairness of the setting of local pay
- To give local people access to information to allow them to determine whether pay is appropriate
- To ensure the pay of senior staff is fair in the context of the pay of the rest of the workforce

The Pay Policy Statement should be accessible to all members of the public to ensure transparency, fairness and accountability.

Consultation

The Trade Union have been provided with a copy of the draft Policy and advised that this will be published on approval by the Resources Committee.