



York and North Yorkshire Combined Authority

COMBINED AUTHORITY MEETING

22 July 2024

Pay Policy Statement

Report of the Head of HR (Sara Jeffs)

1.0 PURPOSE OF REPORT

- 1.1 This report sets out the Combined Authority's proposed Pay Policy Statement as required by the Localism Act 2011. This is an updated version of the annual Pay Policy, first published in April 2024. This updated version follows the TUPE transfer of the employees from OPFCC and Fire Service.

2.0 RECOMMENDATIONS

- 2.1 The Combined Authority is asked to agree the proposed Pay Policy Statement, as set out in Appendix A to enable publication on the Combined Authority's website.

3.0 BACKGROUND

- 3.1 The Localism Act 2011 requires local authorities to prepare a Pay Policy Statement each year. The Statement must articulate the Combined Authority's approach to the remuneration of Chief Officers on appointment, subsequent progression and any use of bonus or performance-related pay. In preparing Pay Policy Statements, the Combined Authority must have regard to any guidance issued or approved by the Secretary of State.
- 3.2 Appendix A sets out the Combined Authority's Pay Policy regarding the remuneration of its employees in accordance with section 38 of the Localism Act 2011.
- 3.3 The policy is subject to annual review which must be approved by the Combined Authority before 31 March each year.
- 3.4 Any amendments during the course of the year must also be considered and approved by the Combined Authority. This updated version follows the TUPE transfer of the employees from OPFCC and Fire Service.

3.5 The policy will be published on the Combined Authority’s website as soon as reasonably practicable after approval or amendment.

4.0 FINANCIAL IMPLICATIONS

4.1 The Pay Policy Statement must be prepared for each financial year. Once in place, it will provide the public with a clear rationale to explain the Combined Authority’s approach to pay.

5.0 LEGAL IMPLICATIONS

5.1 There is a statutory requirement for the Combined Authority to approve an annual pay policy statement, in accordance with the Localism Act 2011.

6.0 EQUALITIES IMPLICATIONS

6.1 The Pay Policy Statement will assist the Combined Authority to monitor remuneration and provide a fair system which avoids discrimination.

7.0 ENVIRONMENTAL IMPLICATIONS

7.1 There are no environmental implications arising from the adoption of the pay policy statement.

8.0 COMBINED AUTHORITY AREA IMPACTED

8.1 York and North Yorkshire.

9.0 RECOMMENDATIONS

9.1 The Combined Authority is asked to agree the proposed Pay Policy Statement, as set out in Appendix A to enable publication on the Combined Authority’s website.

10.0 REASONS FOR RECOMMENDATIONS

10.1 In order to comply with section 38 of the Localism Act 2011.

CONTACT DETAILS

For further information please contact the authors of this Report.

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Date:	10/07/2024

Background papers [If applicable] - None

Appendix A– Draft Pay Policy Statement



York and North Yorkshire Combined Authority Pay Policy Statement 2024/2025

This pay policy statement applies from 31st May 2024 having been updated following the TUPE transfer of the employees from OPFCC and Fire Service

Introduction

1. This document sets out the Combined Authority's Pay Policy in relation to the remuneration of its employees in accordance with section 38 of the Localism Act 2011. The policy is subject to annual review which must be approved by the Combined Authority before 31st March each year. Any amendments during the course of the year must also be considered and approved by the Combined Authority. The policy will be published on the Combined Authority's website as soon as reasonably practicable after approval or amendment.
2. The Combined Authority is committed to ensuring fairness, transparency and equality of pay in the remuneration of its employees.

Chief Officers and Senior Management Team

3. Posts within the Combined Authority defined as Chief Officers under the Localism Act, consist of the following:

Job title	Grade	Salary
Chief Executive (Head of Paid Service)	DIR 1	£124,656 (spot salary) commences 1 st July
Monitoring Officer *	TBC (Chief Officer)	TBC
Director of Resources (S73 Officer) *	AD2	£97,647 commences 22 nd July

*The Monitoring Officer function is currently being provided via a service level agreement from North Yorkshire Council. Details of grade and salary will be published in accordance with their respective pay policy statement.

Delegated financial duties in respect of Police, Fire and Crime are provided by the Chief Finance Officer employed by the Cleveland Police and Crime Commissioner by way of a collaboration agreement. Details of grade and salary will be published in accordance with their respective pay policy statement.

4. Other posts within the senior team of the Combined Authority consist of the following:

Job title	Grade	Salary
Director of Economy (vacant)	AD2	£95,050-£105,438
Corporate Director Policing, Fire and Crime	OPFCC LS lvi 4	£100,950
Director of Commissioning Partnerships	OPFCC LS lvi 3	£88,590
Director of Public Confidence	OPFCC LS lvi 1	£70,332
Director of Delivery Assurance	OPFCC LS lvi1	£70,332
Head of Communication and OD	SM1	£63,367
Head of Strategy	SM1	£63,367
Head of Delivery	SM1	£63,367
Head of Assurance	SM1	£63,367

5. Joint National Conditions of service (JNC for Chief Officers and PSC for OPFCC roles) are incorporated into all contracts of employment.

6. The salaries for Chief Officers have been determined through independent

analysis and benchmarking and reflect rates which are reasonably sufficient to recruit and retain senior officers, taking into account market conditions. The grades attributable to Chief Officer posts are subject to job evaluation and based on clear salary differentials which reflect the level of responsibility attached to any particular role.

7. Chief Officers do not receive bonus payments or performance related pay nor do they receive any benefits in kind paid for by the employer. Where a Chief Officer meets the criteria for entitlement to expenses these are paid in accordance with the Combined Authority's policies, aligned with those of North Yorkshire Council. Increases in pay for Chief Officers will occur only as a result of:

- Pay awards agreed by way of national/local collective pay bargaining arrangements.
- significant changes to a Chief Officer's role which result in a higher salary being appropriate as confirmed by the outcome of an appropriate job evaluation process; or
- recruitment and/or retention payments which, in all the given circumstances at the relevant time, are deemed necessary in the best interests of the Combined Authority and which are determined under the relevant policy relating to such payments.

8. It is expected that Chief Officers will perform to the highest level. Performance-related pay therefore does not form part of current remuneration arrangements. This position will be reviewed if legislation and/or guidance relating to Chief Officer posts changes.

9. Under the Combined Authority's constitution, appointment to the Chief Executive and senior statutory officer roles are a matter for the Combined Authority. All other posts are appointed under delegation to the Chief Executive.

Payments to Chief Officers upon termination of their employment

10. Chief Officers who cease to hold office or be employed by the Combined Authority will receive payments calculated using the same principles as any

other member of staff, based on entitlement within their contract of employment, their general terms and conditions, and existing policies. The Combined Authority adopts the policies of North Yorkshire Council, for application in these circumstances.

11. In the case of termination of employment by way of early retirement, redundancy (voluntary or otherwise) or on the grounds of efficiency of the service, the Local Government Pension Scheme Early Retirement Policy sets out provisions which apply to all staff regardless of their level of seniority. The Local Government Pension Scheme Early Retirement Policy also sets out the applicable provisions in respect of awarding additional pension entitlement by way of augmentation or otherwise.

Employment of Individuals Already in Receipt of a Local Government Pension

12. The administering authority will not reduce pension payments as a result of re-employment. However, where those in receipt of a pension have been awarded additional service as compensation by their former employer the extra pension from this service may be abated due to re-employment with a Scheme employer under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2000 as amended.

Employment of Ex-Employees as Chief Officers under a Contract for Services

13. The Combined Authority does not generally support the employment of ex-employees as Chief Officers under a contract for services. However, there may be circumstances where the employment of an ex-employee under these terms is the most effective and efficient way of meeting the Combined Authority's needs. If this situation applies formal approval will be sought from the Chief Executive in their role as head of the paid service, in consultation with members, and any such arrangement would not progress without their support. In addition, the Government has introduced legislation to enable the recovery of exit payments for higher paid employees returning to the public sector.

Remuneration of Lowest Paid Employees

14. The Combined Authority have adopted the 'Single Status Framework' in line

with North Yorkshire Council. The lowest paid employees within the Combined Authority are appointed to jobs which have been evaluated using the NJC Job Evaluation Scheme and are remunerated accordingly.

15. The Combined Authority is committed to the annual review of the Voluntary Living Wage (currently £12 per hour).
16. The Combined Authority is committed to reviewing Apprentice pay for entry level apprentices with a future aim to increase rates to the National Living Wage.

Relationship between Chief Officer and Non-Chief Officer Remuneration

17. The 'pay multiple' for the Combined Authority is determined by comparing the pay of the highest paid employee (Chief Executive) against the median average pay, using hourly rates as 31st May 24, for employees within the scope of this statement.
18. The Combined Authority's current Median Hourly rate is £21.97 and the pay multiple (the ratio between the highest paid salary and the average salary of the whole of the Combined Authority's workforce) is 2.48:1.

General Principles Regarding the Remuneration of Staff

19. The Combined Authority has established pay and grading structures, founded on evaluation of job roles using job evaluation, which ensures a fair and transparent approach to pay and the same grading of jobs which are rated as equivalent.
20. The Combined Authority is committed to reducing the gender pay gap.

Publication of and access to Information Relating to Remuneration of Chief Officers

21. The Combined Authority will publish their Pay Policy Statement, following approval of the Combined Authority, on the organisations website. In addition,

remuneration related data associated with the Pay Policy Statement and Code of Recommended Practice for Local Authorities on Data Transparency will be published on the Combined Authority's website no later than 31st March and information related to the public sector equality duty no later than 31st March. The Authority is committed to ensuring that pay and staffing decisions are in line with the Authority's duties and legal obligations under all relevant employment legislation including the Equality Act 2010.

Appendix

Please see the link below for the Fire and Rescue Pay Policy Statement 2024-2025

[Pay Policy statement 2021_22 Final version \(2\) \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk)