



Clerk: Leah Raybould  
Telephone: 01803 207013  
E-mail address: [governance.support@torbay.gov.uk](mailto:governance.support@torbay.gov.uk)  
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Governance Support  
Town Hall  
Castle Circus  
Torquay  
TQ1 3DR

Dear Member

**EMPLOYMENT COMMITTEE - THURSDAY, 1 JUNE 2017**

I am now able to enclose, for consideration at the Thursday, 1 June 2017 meeting of the Employment Committee, the following report that was unavailable when the agenda was printed.

| <b>Agenda No</b> | <b>Item</b>       | <b>Page</b>   |
|------------------|-------------------|---------------|
| 5.               | <b>Pay Policy</b> | (Pages 4 - 5) |

Yours sincerely

Leah Raybould  
Clerk



**Meeting:** Employment Committee

**Date:** 1 June 2017

**Wards Affected:** All Wards

**Report Title:**

**Is the decision a key decision?** No

**When does the decision need to be implemented?** immediately

**Executive Lead Contact Details:** Councillor Derek Mills, Executive Lead for Health and Wellbeing and Corporate Services, (01803) 843412, [Derek.mills@torbay.gov.uk](mailto:Derek.mills@torbay.gov.uk)

**Supporting Officer Contact Details:** Anne-Marie Bond, Assistant Director Corporate and Business Services, (01803) 207160, [Anne-marie.bond@torbay.gov.uk](mailto:Anne-marie.bond@torbay.gov.uk)

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## 1. Proposal and Introduction

1.1 At the Council meeting held on 10 May 2017, Members approved a revised Torbay Council Annual Pay Policy Statement and delegated to Employment Committee consideration of the salary of the Chief Executive in accordance with the Policy.

## 2. Reason for Proposal

2.1 Employment Committee recently recommended that the Council's Pay Policy be updated in respect of the salary range of Officers whose posts are evaluated using Hay.

2.2 The pay policy had simply stated that such Officers are paid on a salary range based on the low to median salary levels, as set in the Hay 2016 data, for all sectors within the South West.

2.3 However when Employment Committee reviewed the Hay data, it was apparent that it was not complete in being able to provide low and median salary levels for all posts. Such a scenario had not been envisaged in the Pay Policy and therefore it needed to be updated.

2.4 Accordingly at the Council meeting on 10 May 2017 Council approved a revised Pay Policy, which included the following;

“In the absence of appropriate data from Hay, the Council will take advice from the Head of Human Resources and the Assistant Director, Corporate and Business Services. In such a scenario independent advice will be sought from South West

Councils (HR and Employment Services) and other professional organisations to advise the Council as to the appropriate level of remuneration to be awarded.”

- 2.5 Council delegated to Employment Committee the determination of the salary for the post of Chief Executive in accordance with the Pay Policy. Independent advice from South West Councils has been obtained, and is attached at Appendix 1.

### **3. Recommendation(s) / Proposed Decision**

- 3.1 That the Employment Committee consider the independent advice from South West Councils (HR and Employment Services) and determine the salary for the Chief Executive.

### **Appendices**

Appendix 1: Advice from South West Councils - exempt.

### **Background Documents**

Link to Council papers 10 May 2017