

Notice of Meeting

Employment Committee – Advisory Meeting

Councillor Leake (Chair),
Councillor Allen (Vice-Chairman),
Councillors Angell, Bhandari, Dudley, Mrs L Gibson, Neil, Porter and
Wade

Wednesday 2 March 2022, 7.30 pm



Agenda

Recommendations arising from this meeting will be considered in accordance with the delegations approved by Council on 28 April 2021.

Item	Description	Page
1.	Apologies	
	To receive apologies for absence and to note the attendance of any substitute members.	
2.	Declarations of Interest	
	<p>Members are asked to declare any disclosable pecuniary or affected interests in respect of any matter to be considered at this meeting.</p> <p>Any Member with a Disclosable Pecuniary Interest in a matter should withdraw from the meeting when the matter is under consideration and should notify the Democratic Services Officer in attendance that they are withdrawing as they have such an interest. If the Disclosable Pecuniary Interest is not entered on the register of Members interests the Monitoring Officer must be notified of the interest within 28 days.</p> <p>Any Member with an affected Interest in a matter must disclose the interest to the meeting. There is no requirement to withdraw from the meeting when the interest is only an affected interest, but the Monitoring Officer should be notified of the interest, if not previously notified of it, within 28 days of the meeting.</p>	
3.	Minutes from previous meeting	5 - 8
	To approve as a correct record the minutes of the meeting of the Committee held on 8 December 2021.	
4.	Urgent Items of Business	
	Any other items which, pursuant to Section 100B(4)(b) of the Local	
5.	Update from the Chairman of the Local Joint Committee	
	Update from the Chairman of the Local Joint Committee	

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6.	Minutes of Sub Groups	9 - 12
	The Committee is asked to note the minutes of the Local Joint Committee held on 8 December 2021. Reporting: Paul Young	
7.	Workforce Monitoring Report 2021	13 - 32
	To receive the Workforce Monitoring Report 2021 Reporting: Paul Young	
8.	Annual Update of The Council's Pay Statement	33 - 64
	To review and agree the Pay Policy Statement for 2021/22. Reporting: Paul Young	
9.	Exclusion of Public and Press	
	To consider the following motion: That pursuant to Section 100A of the Local Government Act 1972, as amended, and having regard to the public interest, members of the public and press be excluded from the meeting for the consideration of items 9 & 10 which involves the likely disclosure of exempt information under the following category of Schedule 12A of that Act: (3) Information relating to the financial and business affairs of any particular person (including the authority holding that information)	
10.	Recruitment of Chief Executive Officer	65 - 68
	To advise the Employment Committee of the arrangements to recruit a permanent Chief Executive. Reporting: Paul Young	
11.	2021 Pay Award	
	To discuss the 2021 Pay Award Reporting: Paul Young	
12.	Values and Behaviours	69 - 72
	To discuss the Bracknell Forest Evolved Values and Behaviours. Reporting: Paul Young	

Sound recording, photographing, filming and use of social media is permitted. Please contact Hannah Harding, 01344 352308, hannah.harding@bracknell-forest.gov.uk, so that any special arrangements can be made.

Published: 23 February 2022

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**EMPLOYMENT COMMITTEE – ADVISORY
MEETING
8 DECEMBER 2021
7.30 - 8.02 PM**



Present:

Councillors Allen (Vice-Chairman, in the Chair), Angell, Bhandari, Dudley, Mrs L Gibson, Porter and Wade

Apologies for absence were received from:

Councillors Leake and Neil

10. Declarations of Interest

There were no Declarations of Interest.

11. Minutes from previous meeting

The minutes of the meeting held on the 7 July 2021 were approved as a correct record.

12. Urgent Items of Business

There were no urgent items of business.

13. Update from the Chairman of the Local Joint Committee

The Chairman update the Committee that Local Joint Committee had been held earlier in the afternoon and had covered the items that were on the Employment Committee agenda. There were no particular issues raised.

14. HR/OD Workforce Update

Paul Young, Head of HR and Contracted Services presented an update on the Workforce and Organisational Development Strategy 2021 – 2024 which had been updated in July 2021. At the July meeting it was agreed that a 6-month update be provided.

Eleven objectives and four themes had been included in the strategy which covered the areas that would be focused on. A Workforce Board had been established which met every 3 weeks which would identify areas that required development, and this would feed into the Workforce and Organisational Development Strategy.

It was recognised that through the strategy period, that the council and schools had also been working hard on the covid response in addition to normal duties.

HR Delivery and Transformation were focusing on pay and reward as there were real challenges with retention of staff in certain areas of the council. As a result, job evaluations would be looked at, alongside reward packages that were being used in Bracknell Forest. The aim was to reduce the amount of agency staff that were being used across the Council and to decrease the spend in this area which would be a challenge as there were particular areas that were a challenge to recruit to not just in

Bracknell Forest, but also in neighbouring authorities. It was hoped that regular updates would be provided to the Committee, but it would be a real challenge to crack, and was a really large piece of work.

In addition, the management practise across the Council was being looked at, with manager sessions being held which also focused on recruitment and retention and a training program for managers would be commencing.

Health and Wellbeing had been important over the past 18 months, an employee assistance program had been worked on, and support was being provided across the Council. A bid was being submitted to the Public Health funds to see if there was anymore that could be done.

Streamline support was being looked out for HR support and processes, with better online support signposted for managers.

A new recruitment platform was being introduced in January 2022, it was hoped that this would provide better data for recruitment and that the right target audiences were reaching vacancies. It was also a more streamline approach, making recruitment easier for managers.

Targeted recruitment events had been attended at both the Community Care Live event in the Autumn and the Lexicon. Another recruitment campaign would be happening in February, where the Council would have a presence.

Policy reviews were still ongoing, and there was a rolling programme in place.

Career pathways within the council were being looked at for social care and occupational therapy.

Values and behaviours were being redefined due to feedback received from staff. These would be used as part of the Bracknell Forest brand and recruitment going forward. Equality and Diversity work was ongoing, and 25 Equality Allies had been trained across the Council, there role was to be a listening ear for anyone who was facing any challenges or issues. They had been in place for the past 2 months.

The Bracknell Forest Manager framework and Leadership and management development was being updated and streamlined.

A new Learning and Development plan was being put in place; a skills analysis has been undertaken across the council with a 50% response rate, this had allowed real qualitative date to show where the skill gaps were missing across departments. This work also linked into the mandatory and statutory training requirements, so the department had a real understanding about what training was required across the Council and therefore, the learning and development across the council could be planned in a more targeted way.

A future update would be brought to the next meeting.

15. **HR Policy Review - Managing Absence and Equality & Dignity at Work**

Paul Young reminded the committee that the HR team were undertaking a review of the policies. A schedule had been established to update HR policies and as a result revisions had been made to the Managing Attendance Policy together with a new Equality and Dignity at work policies.

The Managing Attendance Policy this was an updated policy had been developed from the previous Sickness Absence Management. The policy would be streamlined, and amendments made to include Covid and now also referenced menopause. A statement to cover management responsibilities had been included in the policy, and equalities act responsibilities included.

The Equality and Dignity at Work Policy superseded the Fair Treatment Policy and would support the Council's approach to equalities. At present, there was not a separate policy document on equalities alone as duties had been included in all other HR policies where the responsibilities were clearly defined. This approach would continue but given the profile of the equalities work across the Council it was felt that a clear statement was important. There had been feedback that the Fair Treatment Policy hadn't been transparent enough.

Working from home was just another location for working, under agile working arrangements, and for attendance purposes it didn't matter where the staff member was located.

RECOMMENDED that:

- i. the revised policy for Managing Attendance is reviewed and agreed – therefore superseding the former Absence Management policy, procedure and guidance.
- ii. the policy for Equality and Dignity at Work Policy is reviewed and agreed – therefore superseding the Fair Treatment Policy.

16. **Health and Safety Assessment Report**

Stuart McKellar, Executive Director: Resources, provided an update on the COVID-19: Health & Safety Assessment Report.

The report was particular pertinent, given the Government recent announcement encouraging staff to work from home where they could.

As a result of COVID 19 and the changes with working arrangements, the report summarised the results of completions of the eLearning packages on Display Screen Equipment, Home Working Assessments, returning to the Office Assessment and BAME Vulnerable Assessments, which have all been undertaken since January 2021.

The Council had a duty of care under the Health and Safety legislation for ensuring the wellbeing of staff and therefore it was important to push harder to have the complete record of all staff so as employer all obligations were being reached.

RECOMMENDED that:

- i. All new employees be required to complete a Home Working Assessment prior to commencing employment.
- ii. Completing a Home Working Assessment be mandatory for all existing employees.
- iii. All employees be required to review their Home Working Assessments if their personal circumstances change.

- iv. All new employees be required to undertake a Display Screen Equipment Assessment, and the eLearning package Display Screen Equipment as part of their induction process.
- v. Completing a Display Screen Equipment Assessment and the eLearning package be mandatory for all existing employees.
- vi. All employees, including new starters, be required to complete a Returning to the Office Assessment, prior to returning to any office environment.
- vii. All Executive Directors be required to ensure that new members of staff complete a Display Screen Equipment Assessment, Home Working Assessment and Returning to the Office Assessment by the end of June 2022 and provide the data to Health and Safety, highlighting any changes or issues with individuals home working arrangements since ICT equipment has been made available for home working.
- viii. All Executive Directors be required to review existing risk assessments for staff with potential work-related exposure to COVID-19 by the end of June 2022 and provide the data to HR and OD highlighting any concerns raised by managers and staff.
- ix. HR and OD provide an annual report on issues/concerns highlighted in the risk assessments for staff with potential work-related exposure to COVID-19.
- x. The Health & Safety Assessment Report be produced annually, to provide comparative data.

CHAIRMAN



**LOCAL JOINT COMMITTEE
8 DECEMBER 2021
4.00 - 4.30 PM**

Present:

Councillors Allen, Angell and Wade

Also Present:

David Allais, UNISON

Lesley Sherwood, UNISON

Pat Kenny, UNISON

Apologies for absence were received from:

Councillors Leake

6. Declarations of Interests

There were no urgent items of business.

7. Minutes from Previous Meeting

The minutes of the meeting held on the 7 July 2021, were approved as a correct record.

8. Urgent Items of Business

There were no urgent items of business.

9. Employment Committee: Agenda and Related Matters

i. HR/OD Workforce Update

Paul Young, Head of HR and Contracted Services provided an overview of the revised Workforce and Organisational Development Strategy 2021 – 2024. The previous HR/OD workforce plan had run from 2018 to 2021 and had supported the priority workforce areas of the Council during this period.

Eleven objectives and four themes had been included in the strategy which covered the areas that would be focused on. A Workforce Board had been established which met every 3 weeks which would identify areas that required development, and this would feed into the Workforce and Organisational Development Strategy.

HR Delivery and Transformation were focusing on pay and reward as there were real challenges with retention of staff in certain areas of the council. As a result, job evaluations would be looked at, alongside reward packages that were being used in Bracknell Forest. Management practises across the Council were being looked at, with manager sessions being held which also focused on recruitment and retention.

Health and Wellbeing had been important over the past 18 months, an employee

assistance program was being worked on, and support was being provided across the Council.

A new recruitment platform was being introduced in January 2022, it was hoped that this would provide better data for recruitment and that the right target audiences were reaching vacancies

Values and behaviours were being redefined due to feedback received from staff. These would be used as part of the Bracknell Forest brand and recruitment going forward. Equality and Diversity work was ongoing.

ii. HR Policy Review - Managing Absence and Equality & Dignity at Work

Paul Young reminded the committee that the HR team were undertaking a review of the policies. A schedule had been established to undertake this work resulting in revisions to the Managing Attendance Policy together with a new Equality and Dignity at work policies.

The Managing Attendance Policy has evolved from the previous Sickness Absence Management and ensured that the procedure and sample letters would be now in one place where it had been previously covered in three separate documents.

The Equality and Dignity at Work Policy superseded the Fair Treatment Policy and would support the Council's approach to equalities. At present, there was not a separate policy document on equalities alone as duties had been included in all other HR policies where the responsibilities were clearly defined. This approach would continue but given the profile of the equalities work across the Council it was felt that a clear statement was important.

David Allais commended the team effort in developing the new policies.

iii. Health and Safety Assessment Report

Doug Brady, Health & Safety Manager, provided an update on the COVID-19: Health & Safety Assessment Report.

As a result of COVID 19 and the changes with working arrangements, the report summarised the results of completions of the eLearning packages on Display Screen Equipment, Home Working Assessments, Returning to the Office Assessment and BAME Vulnerable Assessments, which have all been undertaken since January 2021.

The council had a duty of care under the Health and Safety legislation for ensuring the wellbeing of staff. Due to the pandemic, all staff have had to change their working environments and ways of working, therefore, the council are required to update everyone's risk assessments. For those who use computers as part of their work also had to undertake Display Screen Assessments. Home and remote worker needed to update their risk assessments to reflect the increased time working away from the main office and the new requirements for the protection of customer data while in a new working environment,

The recommendations were intended to ensure that the Council has an effective framework for ensuring compliance with best practice in terms of work environment, in the interests of staff wellbeing.

10. **Matters to be Raised by Trade Unions**

No issues were raised by the Trade Unions.

CHAIRMAN

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To: **Employment Committee**
2 March 2022

Monitoring the Council's Workforce – 2020/21
Assistant Director: HR & Organisational Development

1. Purpose of Report

- 1.1 The Council has a legal duty to advance equality of opportunity, eliminate unlawful discrimination and promote good relations between people. Part of this legal duty is to report annually on workforce composition and this report provides for this.
- 1.2 Annex A provides a summary of the data for Bracknell Forest Council at 31 March 2021.

2. Recommendations

- 2.1 **Employment Committee note the summary data included with Annex A and the resulting actions at 3.5.**

3. Equality Act Duty

3.1 Equality Objectives

Our Equality Objectives are important to us as an organisation, they guide the work we carry out and show our commitment to challenging inequality and promoting a fair and inclusive borough. We have identified the following Equality objectives for our Equality Scheme. The full details are in the "Equalities Scheme 2022-2025"

Objective 1

'Inclusive in all we do'

Continue to make our services more inclusive and culturally competent in a borough where everyone is made to feel included and valued.

Objective 2

'Accessible for all'

Our services, information and support will be accessible to those who need them.

Objective 3

'Accountable and Fair'

We will treat all people fairly without favouritism or discrimination while recognising some people will need additional support.

Objective 4

'Diverse and inclusive workforce'

We will strive to have a workforce who have the right skills, behaviours and mindsets supported by high quality people managers and inspiring leaders.

Objective 5

'Recovering from the Covid-19 pandemic'

Address the increased inequalities and disproportionate impact of the pandemic on people and communities.

However, the council's commitment is not solely focussed on legal compliance, the evidence behind the moral and business case for advancing equality and valuing diversity in the organisation is compelling. It's about doing the right thing. Therefore the council's Corporate Management Team sponsored a programme of activity during 2020-21 to ensure that the culture of the organisation is one where there is no place for discrimination, diversity is celebrated, and everyone is treated fairly with dignity and respect.

SECTION 1: ACTIONS AND PROGRESS

3.2 Previous agreed actions

In December 2020 CMT agreed a number of actions to respond to the research and further roll out the conversation around equalities which are shown below:

- i. The video "The Absence of Malice" should be cascaded through the organisation.
- ii. When shortlisting, applicants' names to be removed from application forms and we will share the approach with partners
- iii. An equality and diversity question to be added to all job interviews – the exact question would be up to the recruiting manager
- iv. All managers should have an action in their appraisals on addressing discrimination and valuing diversity rooted in the Council's values and behaviours
- v. HR processes should be reviewed to ensure that they were fit for purpose, including recruitment, grievance, and disciplinary procedures; with retraining of managers to use them to ensure they were effective in addressing the more sophisticated understanding of what was discrimination.
- vi. Unconscious bias training should be provided, in the first instance to the Senior Leadership Group.
- vii. The Equalities Group should be asked to review and tweak, if necessary, the Council's values and behaviours to ensure they reflected current thinking on equalities and should form part of the issues discussed when reviewing values and behaviours at annual appraisals.
- viii. The skillset for Bracknell Forest managers, including junior managers, should be reviewed having regard to the refreshed values and behaviours to reset expectations and provide training to ensure managers had the skills to address most basic HR issues as well as building emotional intelligence and the ability to hold difficult conversations.
- ix. A network of staff and leadership allies should be established to provide support across the organisation, including those with relevant experience such as principal social workers and, subject to consultation with OD, those previously trained as coaches whose skills may be applicable to the new role.
- x. HR should ensure that it was in a position to support this work by doing some further upskilling of existing staff, reviewing vacant posts and, where possible, realigning those roles to address any shortfall in skills required to take forward this work, before filling the vacancies.
- xi. Another conversation should be held with the Senior Leadership Group to give them the opportunity to participate in taking the work forward, in particular, inviting them to identify the characteristics and behaviours to be required of a Bracknell Forest manager.
- xii. All should be encouraged to adopt the approach inherent in Maya Angelou's advice: "Do the best you can until you know better. Then when you know better, do better."

3.3 Progress against actions

The Authority is progressing well in implementing actions.

- i. "The Absence of Malice" video has been cascaded through the authority, application forms have been anonymised and managers are encouraged to add an equality and diversity question to all interviews.
- ii. Names now removed from application forms when shortlisting, to remove any potential bias.
- iii. Managers are including an equality and diversity question for all job interviews.
- iv. HR processes are being reviewed to ensure they are fair and without bias.
- v. There has been a series of Inclusive conversations - unconscious bias workshops that started with the senior leadership group and is currently running 2-3 times monthly for managers and other staff. Feedback from these sessions has been very positive and analysis of the evaluations shows they are making a difference in the way people think.
- vi. There is currently a review of the values and behaviours for BFC including how these link to Managers. These will be introduced over the next couple of months.
- vii. A network of Equality Allies has been set up across the Authority to support conversations around equality and diversity, consisting of 26 staff volunteers. Training for these allies will include unconscious bias, listening and communication skills and equality in the workplace.
- viii. Encouraging use of the Apprenticeship and NMT Scheme
- ix. New Occupational Health Provider "Cordell Health" and Employee Assistance Scheme "Vivup" were put in place from 1 July 2021. These providers work together to support staff with their health and wellbeing, including appointments with qualified Practitioners and counselling service and support guides available to all staff. Feedback so far has been excellent on the quality of physician reports and support available.
- x. A full review of the recruitment process is currently underway including the implementation of a new more efficient system. Training on this will cover the system itself plus the recruitment process including how to avoid discrimination.

3.4 Workforce monitoring

- i. All job applicants can declare their personal information for monitoring purposes via the equal opportunities form as part of the recruitment process. This is not seen by the manager to ensure no unconscious bias nor discrimination occur within the shortlisting stage. These details are then added to the HR system.
- ii. Staff are periodically asked to update their personal details on the system in order to try to get as large a set of data as possible.
- iii. HR records statistical information on employees and applicants for jobs at the Council in terms of gender, disability, age, religion or belief, ethnicity, and sexual orientation. This is to ensure that the Council has a full understanding of the composition of its workforce and the people who apply for jobs.
- iv. This helps us understand the diversity of our workforce and identify what, if any, barriers there may be to the workforce better representing the make-up of the local community.
- v. The Equality Act 2010's Public Sector Equality Duty requires information on the composition of the workforce in terms of its protected characteristics and gender pay gap figures to be made available to the public. This information is therefore published on the Council's website and updated annually.

3.5 Actions and Initiatives for the next year

In order to ensure we continue to engage with managers and staff regarding equality issues and to ensure that all staff are treated fairly with no discrimination, the Human Resources and Organisational Development Team will develop the following over the next year: -

- i. Continue to implement the HR actions in progress in 3.3.
- ii. Undertake further work on the data provided at
- iii. Strategy to ensure more feedback during exit interviews to be put in place. Review a database form to collect and hold information for analysis.
- iv. Continue to place significant emphasis on equalities, diversity, and inclusivity as part of induction training and ongoing training and development delivered to staff.
- v. All new starters are required to complete the "Equality in the Workplace" e-learning module within 4 weeks of joining. This will be continuously monitored, and staff and managers chased where necessary.
- vi. Publish the Gender Pay gap figures to the government website. Enhance the information produced on Gender pay gap figures by including calculations on other protected characteristics as well as gender in a separate report for publishing on our website.
- vii. Undertake Ethnicity Pay Gap Analysis across the Authority and include within report above
- viii. Regular EqIA (Equality Impact Assessment) workshops are being run for all staff. Equality Impact Assessment refresher and induction training programme continued for managers and staff involved in policy updates, service revisions, projects and change programmes.
- ix. Continue to monitor the workforce of the authority and develop the analytics around this including reference to the updated Census statistics due early next year.
- x. Provide a clearer view of schools and non-schools separately
- xi. Produce an improved Workforce Monitoring Report for 2022 using more insight and data analytics.

SECTION 2: DATA ANALYSIS

4. The Community Background

- 4.1 As a major local employer it is important to work towards a situation where the Council's workforce broadly reflects the make-up of its local community. The demographic make-up of Bracknell Forest is changing; the Census information is now out of date with the data from the 2021 Census being published in Spring 2022 but the 2011 Census showed 12.3% of the South East's population belonging to minority ethnic groups. The figure for Bracknell Forest's population in 2011 was 9.4%, slightly lower than the figure for the Southeast. The 2020 schools census shows 16.6% of pupils from a BAME (Black, Asian, Minority Ethnic) background. The current figure for Bracknell Forest Council is 10.9% from a BAME background. We use the definition of BAME for analysis purposes although we recognise this group is made up of different ethnicities and so will review metrics within each of these groups.
- 4.2 The population of the Borough is ageing. Based on 2011 Census data the ONS estimate for the number of people aged 65+ in 2026 is 16.3% of the Borough's population compared to the figure in 2011 which was 12%. This is expected to steadily increase from its current level to an estimated 19.8% by 2032. This figure is based on the Census 2011 figures and is estimated by the Office for National Statistics.

- 4.3 2011 Census data indicated a dramatic change in the religion/beliefs of the Borough with an increase from 19.4% in 2001 to 30.4% in 2011 stating they have no religion. This corresponds to a similar sized reduction in the number of people who recorded their religion as Christian. The Bracknell Forest area would seem to be less diverse in terms of major declared faiths than the national picture. The main difference with 2011 national patterns was in the relatively small size of the Borough's Muslim population; 1.4% compared with 5.2% nationally.

5. The Council's Statistical Information

- 5.1 Human Resources collect a range of statistics on applicants and current employees. A table of the full results can be found at the end of this report in Appendix A

- (i) recruitment information from 1 April 2020 to 31 March 2021 split by ethnicity, age, gender, disability, religion or belief and sexual orientation.
- (ii) workforce information as at 1 April 2021 split by ethnicity, age, gender, disability, religion or belief and sexual orientation.

- 5.2 CMT should note that the following important caveats apply to the information.

- (i) For some indicators, because of the small numbers in the comparator group, a small increase or decrease in the head count can have a disproportionate effect. For example, the top 5% of earners totals 50.48 Full Time Equivalents, so an increase or decrease of one full time equivalent would represent a change of 1.98%. Where numbers are very small, the actual numbers are sometimes quoted as the percentages can be deceptive when applied to small groups.
- (ii) Information on disability, ethnicity, religion/belief, and sexual orientation is collected by self-declared returns from employees and candidates and, as there is no compulsion to return this information, some choose not to (or return selected information only). This data is recorded on iWorks which staff are periodically asked to check and update it.
- (iii) The Training course information relates to internal courses booked through the Organisational Development team. However, there are a number of other types of learning which are open to all staff which are not included within these figures. It is assumed that managers and staff access these where required. The statistics relate solely to the training places taken up on Council run courses and it should be noted that the same person undertaking more than one training event will therefore appear in the statistics more than once. The level of attendance at directly booked "off the job" training courses tends to reduce with the popularity of other types of learning – for example e-learning and other learning interventions.

6. Key Performance Indicators

- 6.1 The Council continues to monitor several equality statistics in its Performance Indicators. These key indicators are also recorded on InPhase. Please see below for a summary table of our Key Performance Indicators for 2020-21 (including the previous 2 years of outturn for comparative purposes.)

Ref	Description of PI	Outturn 18/19	Outturn 19/20	Outturn 20/21	Status change past year
LO66	The percentage of top 5% of earners that are women	49.8%	53.2%	52.5%	Negative decrease
LO72	Gender Pay Gap inc. Bracknell Forest Supplement	18.2%	17.8%	19.7%	Negative increase
LO67	The percentage of top 5% of earners from an ethnic minority	12.9%	14.8%	17.6%	Positive increase
LO68	Top 5% of earners that are disabled	7.6%	7.6%	7.9%	Positive increase
LO70	The percentage of local authority employees who disclosed they meet the DDA definition	2.3%	2.7%	3.2%	Positive increase
LO74	Average amount spent on training per employee	£299	£429	£508	Positive increase
L131	Percentage staff leaving within one year of starting inc. schools	19.9%	25.2%	19.7%	Positive decrease
LO71	The percentage of local authority employees from ethnic minority communities	7.5%	8.6%	8.4%	Neutral, little change

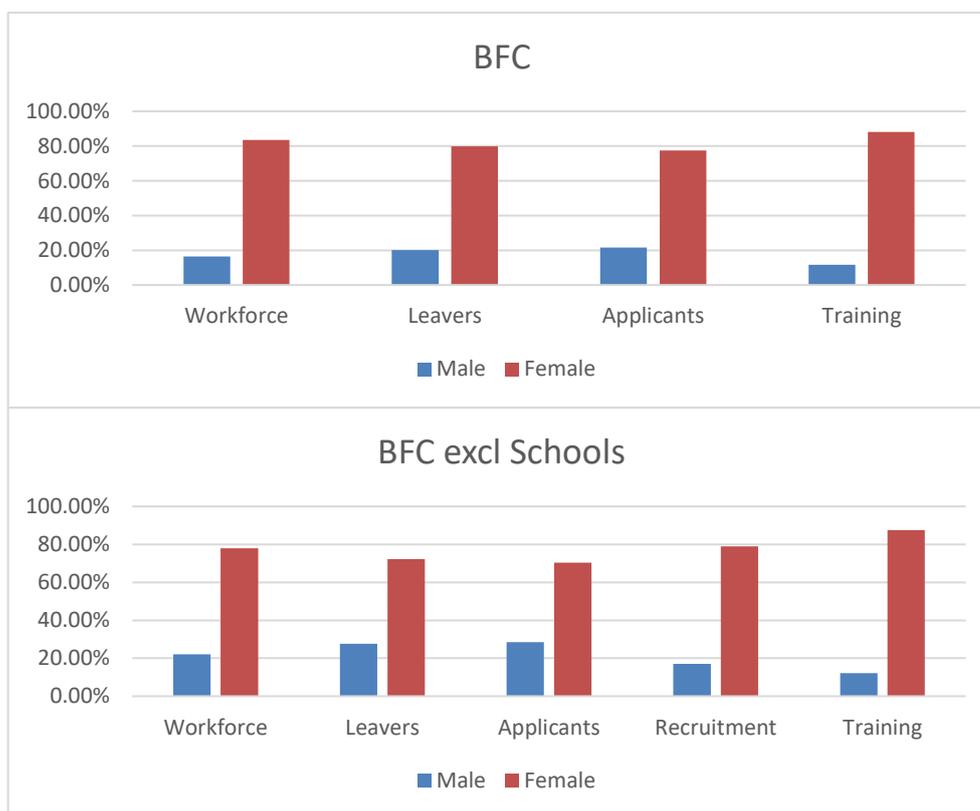
- i) LO66 - Of the top 5% of earners in the organisation, 52.5% (53.2% last year) were women. This is slightly lower than last year and overall we continue to show a trend similar to the average of all councils in England, which was 54% last year.
- ii) LO67 Of the top 5% of earners, 17.6% (14.8% last year) were from a BAME background, this shows an increase from last year. This is higher than the average for all councils in England, which stood at 4.9%.
- iii) LO68 - Of the top 5% of earners in the Council, 7.9% (7.6% last year) were disabled, which is slightly higher than the figure from last year. The average for all councils in England was 3.3% so the Council is considerably higher than the national average.
- iv) L131 - The figure for this year's percentage of staff voluntarily leaving within 1 year is 19.7% compared to last year's 25.2%. This shows a significant decrease on last year figures. 82% of these staff were within Schools. Voluntary leavers of this type include a number of temporary staff, and it is to be expected that if a member of staff is on a Fixed Term Contract rather than a permanent contract, they will be more likely to be looking for a job before the end of their Council contract.

- v) The average figures for Councils across England have not been updated since last year's report was produced.

Workforce Composition

7. Gender

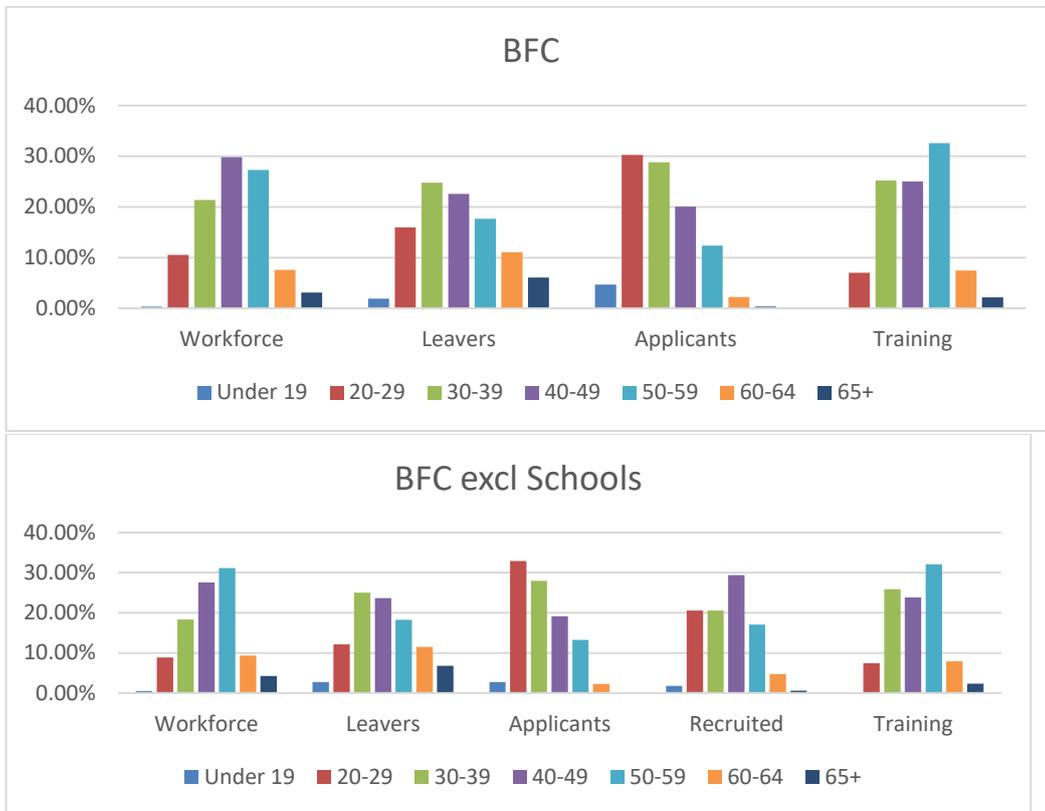
- 7.1 The charts below summarise the results showing comparisons against the data for the whole authority. Full Departmental breakdowns can be found in Appendix A.



- 7.2 A significant majority of the whole authority's employees are female (83.5%) compared to male (16.5%), which is very similar to last year. The number of females excluding those based in schools stands at 77.9%.
- 7.3 Excluding school staff, the number of male leavers was significantly higher than the percentage in the workforce last year (38.3% compared to 23.1%). This has significantly reduced this year with percentage of male leavers being similar to that of the workforce (27.7% compared to 22.1%).
- 1.4 Drilling down to Directorate Level shows Delivery and Central Directorates have a higher proportion of male staff. The figures for the recruitment of males are low when compared to the number of male applicants. (16.7% against 44.4% for Delivery and 13.8% compared to 34% for Central Directorates)
- 1.5 In terms of staff leaving, there were no staff who were on maternity who did not return to work.
- 7.5 During the past year, there has been no indication of employment issues for any transgender staff.

8. Age

8.1 The charts below summarise the age profiles for the whole authority.



8.2 As can be seen from the charts above BFC has a fairly wide spread of ages. 10.66% of staff are over 60 compared to 9.63% last year. Delivery has the higher percentage, it currently stands at 16.4% compared to 15.4% last year.

8.3 There is a higher percentage of leavers in the over 60 age group however this should be expected as employees choose to retire. Overall Bracknell Forest's age profile has stayed fairly steady over the years.

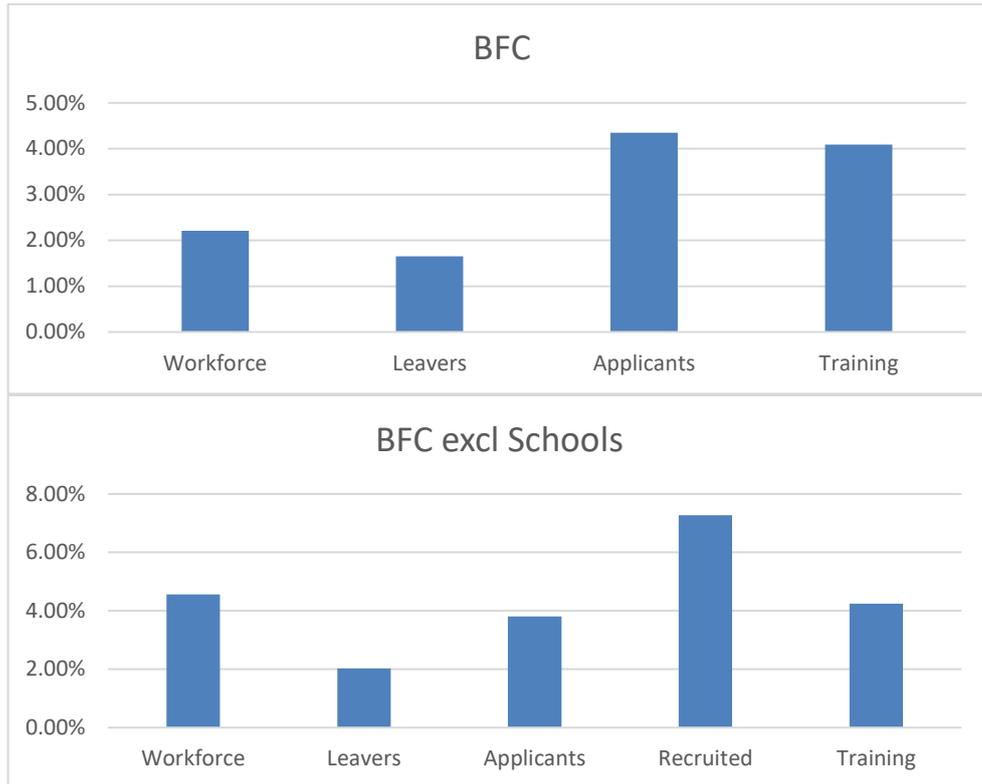
8.4 This year a lower number of applicants in the lower age bands were recruited across the Council, 20.59% of recruited applicants were under 30 compared to 35.61% of applicants. This is continuing the trend from last year.

8.5 There is a higher proportion of leavers under the age of 30 compared to the workforce across non schools. The figures are comparable to last year's figures for all areas. The result for Central Directorates stands at 26.9% this year compared to a workforce of 12.8%. It should be remembered that Central Directorates include areas such as The Look Out which by the nature of the work attract a much younger workforce. It is common for employees at an earlier stage of their careers such as these to move jobs more frequently.

9. Disability

9.1 The statistics for disability are as follows:

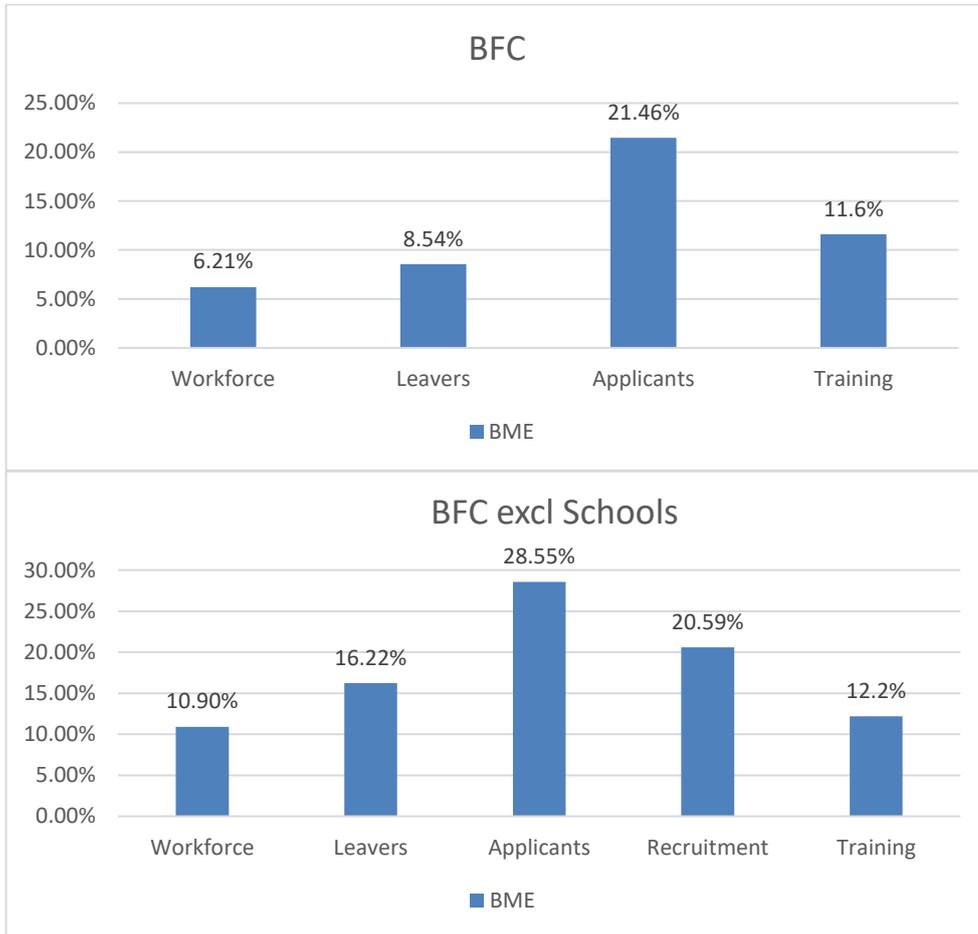
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- 9.2 The 2011 Census information indicates that 3% of the population of Bracknell Forest aged 16-65 are either permanently sick or have a disability and are not considered part of the economically active population. No census figure is available for disabled people who are part of the working population in the Bracknell Forest area.
- 9.3 2.21% (2.14% last year) of the Council's workforce declared themselves as having a disability. The percentage of disabled staff employed excluding schools is 4.56% and continues to go up year on year over the last 4-5 years.
- 9.4 7.27% (3.81% last year) of applicants who were successful in gaining employment with the Council this year were disabled, excluding schools. This is almost double the percentage of applicants (3.81%). We retain the policy that disabled applicants who meet the essential criteria for a role should be given an interview.
- 9.5 Of leavers, 2.0% (2.2% last year) had declared a disability. The number of leavers with a disability is lower than workforce figures in most areas excluding schools with the exception of Delivery where there was 9% of leavers with a disability compared to 5% in the workforce. It should be noted that this equates to 2 members of staff due to the low numbers of disabled staff in delivery.

10. Ethnicity

10.1 The population of the Bracknell Forest area as described in the 2011 Census had 9.4% of BAME origin. Although this figure would now underrepresent the size of BAME communities in the borough.



10.2 Across the workforce, of those who declared their ethnicity, 6.21% indicated they were of a BAME origin. The figure excluding schools is higher than the authority figure at 10.90%.

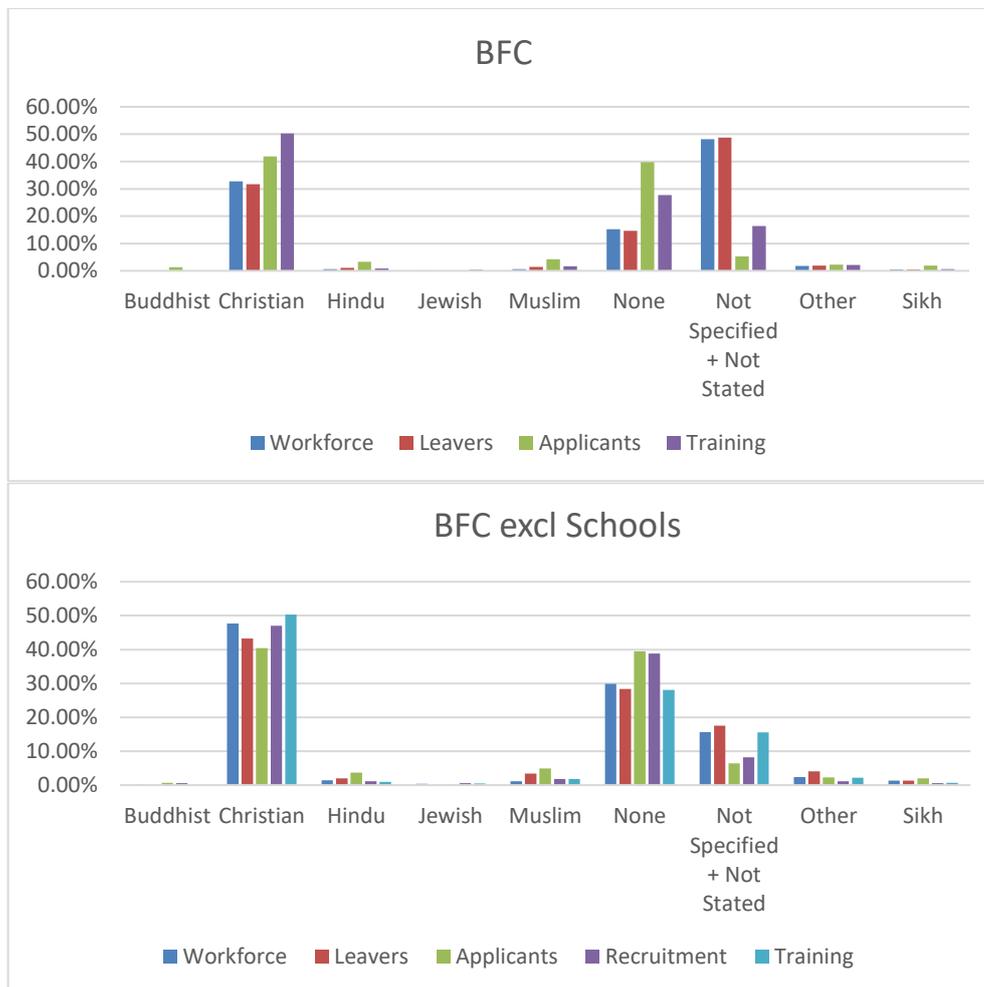
10.3 The number of applicants (non-school only) of a BAME origin stands at 28.55%. The number of successful applicants of a BAME origin is 20.6%. People Directorate and Central Directorates recruit slightly fewer BAME staff compared to applicants, but both stand at around 20%. Delivery have recruited a higher proportion of BAME staff compared to applicants with a third of recruits being from a BAME background.

10.4 There is a higher proportion of leavers from BAME population (8.54%) compared to workforce figures again this year (6.21%).

10.5 For those staff that left under 1 years' service 33% were of a BAME origin, compared to workforce figure of 6.21%. This is an area of concern, and an action has been added to further analyse this data to understand the reasons behind this.

11. Religion/Belief

11.1 The statistics for religion/belief are as follows:



11.2 The 2011 Census information is the basis for comparison with the religion/beliefs of the local community. The figures in brackets show the figures for last year (workforce only).

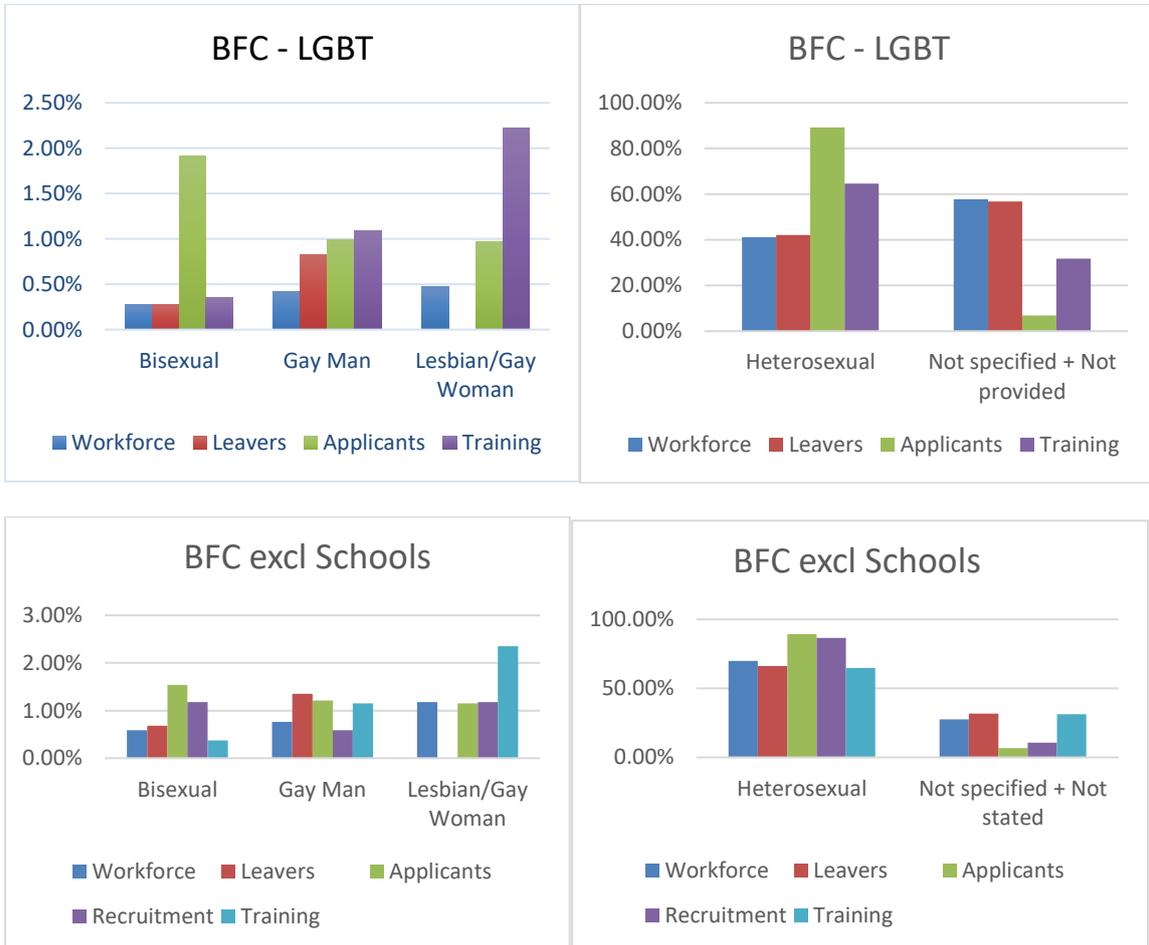
	Bracknell Forest Workforce	Bracknell Forest UA Census 2011
Workforce		
Buddhist	0.11% (0.06%)	0.8%
Christian	32.75% (37.19%)	64.8%
Hindu	0.58% (0.66%)	1.7%
Jewish	0.17% (0.13%)	0.2%
Muslim	0.64% (0.79%)	1.2%
None	15.23% (17.43%)	30.4%
Other	1.8% (2.08%)	0.5%
Sikh	0.53% (0.54%)	0.4%

The Council should reasonably expect its workforce to reflect the profile of the community it serves. The recently collected information from employees is broadly comparable to the 2011 Census figures for Bracknell Forest. Figures for the number of Christians is lower than expected. The next Census data will be available next

year so we should have more up to date demographic information which will help provide more accurate insight.

12. Sexual Orientation

12.1 The statistics for sexual orientation are as follows:



12.2 Data from the Office for National Statistics in 2017 estimated that 2% of the national population (Aged 16 +) defined themselves as being lesbian, gay, or bisexual (LGB). More younger people defined themselves as LGB (4.2% of 16- to 24-year-olds). Stonewall estimates that this figure is closer to 10%.

12.3 The Council's figures for 2020/21 are similar to the figures reported last year for 2019/20.

13. Disciplinary

13.1 In the period 1 April 2020 to 31 March 2021, there were 15 disciplinary cases. None of these cited diversity issues, e.g. racist or sexist behaviour as the basis of the case. 53.3% (8) of those disciplined were male and 46.7% (7) were female. 0% (0) were under 29, 60% (9) were 30-49 and 40% (6) were age 50 or over. 20% (3) were from BAME category. None declared that they had a disability. 33.3% (5) of those disciplined were Christian, the other 66.6% (10) stated that they had none, other or did not wish to declare their religion/belief. 66.6% (10) stated that they were heterosexual while the rest did not specify.

14. Redundancies

14.1 There were 14 redundancies in the period in question.

- 42.8% were male; this compares with 16.5% in the workforce.
- 7.1% were from a BAME background compared to 6.2% in the workforce.
- 78.6% declared themselves heterosexual and 21.4% did not declare. This compares with 41.1% heterosexual and 57.7% did not declare in the authority's workforce.
- 50% were Christian, 28.5% had no religion, 7.1% had another religion and 14.3% preferred not to declare. This compares with workforce figures of 32.7% Christian, 15.2% no religion, 1.8% other and 48.2% preferred not to declare.
- None of the group declared a disability. This compares with 2.2% in the workforce.
- The group's ages were as follows (workforce in brackets):
 - Under 29 – 7.1% (10.9%)
 - 30 – 49 – 21.4% (51.2%)
 - 50 and over – 71.4% (37.9%)

15. Gender Pay Gap Reporting

15.1 In statistics published in October 2020, the Office for National Statistics the gender pay gap in the UK across sectors stands at 15.4% based on an average hourly rate. The gender gap reflects the difference between the average normal pay for men and the average normal pay for women in an organisation - it does not imply any inequality of pay for work of like value, it reflects whether men or women tend to be in more highly paid jobs. The Council's gender pay gap for 2020-21 year is 19.6% which is slightly higher than last year (17.8%). And is higher than the national average of 15.4% (ONS).

15.2 The full results on Gender Pay Gap for 2020/21 for the whole Authority are as follows:

Difference in mean hourly rate of pay – 19.6% - National Gender Pay Gap for 2020 is 15.4% (ONS)

Difference in median hourly rate of pay – 21.7%

Quartile 1 – Women – 91.4%, Men – 8.6%

Quartile 2 – Women – 87.5%, Men 12.5%

Quartile 3 – Women – 79%, Men – 21%

Quartile 4 – Women – 77%, Men – 23%

Calculations were also carried out excluding schools and the results are summarized below

15.3 Gender Pay Gap using mean salary figures:

Whole Authority	19.65%
Excluding Schools	15.90%
People	8.95%
Delivery	6.82%
Central Directorate	10.44%

16. Comparison to Other Nearby Authorities

All Local Authorities are required to publish Workforce Equality Information every year on their websites. Every Authority has a different structure, and it is therefore difficult to make direct comparisons to Bracknell Forest.

The closest Authority locally to Bracknell Forest is Wokingham Borough Council and they also have a comparable workforce to BFC. The comparison between our workforce data shows we are remarkably similar with only a couple of percent difference in all areas.

17. Consultation and Other ConsiderationsLegal Advice

17.1 The relevant legal issues are addressed within the main body of the report.

Financial Advice

17.2 There are no financial implications arising directly from this report.

Other Consultation Responses

17.3 The report and actions arising from it will be discussed at the Equalities Subgroup.

Equalities Impact Assessment

17.4 N/A and discussed within paper contents.

Strategic Risk Management Issues

17.5 Recruitment and Retention: Ensuring equality, diversity and inclusivity is considered across the lifecycle of employees and informs policy, procedure, and organisational change.

Background Papers

None

Appendix A

Full List of Results from Workforce Monitoring

Gender

	Whole Authority	Non School		People	Service Delivery	Central Directorate
Workforce						
Male	16.5%	22.1%		14.7%	32.2%	30.4%
Female	83.5%	77.9%		85.3%	67.8%	69.6%
Applicants*						
Male	21.5%	28.5%		23.5%	44.4%	34%
Female	77.4%	70.3%		75.4%	54.6%	64.7%
Recruitment*						
Male	N/A	17%		17.7%	16.7%	13.8%
Female	N/A	79%		77.9%	83.3%	82.8%
Leavers						
Male	20.1%	27.7%		23%	50%	26.9%
Female	79.9%	72.3%		77%	50%	73.1%
Training*						
Male	12%	12.5%		11.1%	23.7%	13.9%
Female	88%	87.5%		88.9%	76.3%	86.1%

Disability

	Whole Authority	Non School		People	Delivery	Central
Workforce	2.2%	4.6%		3.9%	5%	5.8%
Applicants	4.3%	3.8%		3.9%	4.9%	3.4%
Recruitment	N/A	7.3%		5.4%	0%	17.2%
Leavers	1.7%	2%		0%	9%	3.9%
Training	4.1%	4.2%		4.2%	1.3%	5.8%

Age Profile

	Whole Authority	Non School		People	Delivery	Central Directorates
Workforce						
Under 19	0.3%	0.5%		0.1%	0.0%	1.5%
20 - 29	10.6%	8.9%		8.3%	7.9%	11.3%
30 - 39	21.4%	18.3%		20.5%	15.8%	15.3%
40 - 49	29.8%	27.5%		29.1%	20.8%	27%
50 - 59	27.3%	31.2%		29.4%	39.1%	30.7%
60 - 64	7.6%	9.4%		8.2%	11.4%	10.4%
Over 65	3.1%	4.2%		4.3%	5%	3.7%

Unrestricted

Applicants						
Under 19	4.7%	2.7%		2.4%	2%	3.4%
20 – 29	30.3%	32.9%		30.9%	29.4%	37.0%
30 – 39	28.8%	28%		29.0%	27%	26.4%
40 - 49	20.0%	19.1%		20.3%	19.1%	17.0%
50 - 59	12.4%	13.2%		13.5%	14.7%	12.5%
60 – 64	2.2%	2.3%		2.2%	6.4%	1.6%
Over 65	0.3%	0.2%		0.2%	0.5%	0.2%
Recruitment						
Under 19	N/A	1.8%		0.0%	0.0%	10.3%
20 - 29	N/A	20.6%		15.6%	16.67%	44.8%
30 – 39	N/A	20.6%		23.0%	33.3%	6.9%
40 - 49	N/A	29.4%		31.1%	33.3%	20.7%
50 - 59	N/A	17.1%		18.5%	16.7%	10.3%
60 - 64	N/A	4.7%		5.9%	0.0%	0.0%
Over 65	N/A	0.6%		0.7%	0.0%	0.0%
Leavers						
Under 19	1.9%	2.7%		1%	0.0%	11.5%
20 - 29	16%	12.2%		10%	18.2%	15.4%
30 - 39	24.8%	25%		27%	13.6%	26.9%
40 – 49	22.6%	23.6%		28%	13.6%	15.4%
50 – 59	17.6%	18.2%		17%	22.7%	19.2%
60 – 64	11%	11.5%		10%	22.7%	7.7%
Over 65	6.1%	6.8%		7%	9.1%	3.9%
Training						
Under 19	0.0%	0.0%		0.0%	0.0%	0.0%
20 - 29	7%	7.4%		7.6%	4.5%	7.9%
30 - 39	25.2%	25.9%		28.1%	23.1%	17.5%
40 – 49	25%	23.8%		21.5%	27.6%	32.5%
50 – 59	32.6%	32.1%		31%	34%	35.9%
60 – 64	7.5%	7.9%		8.3%	9.6%	5.5%
Over 65	2.2%	2.3%		2.8%	1.3%	0.8%

Ethnic Origin

	Whole Authority	Non School		People	Delivery	Central
Workforce						
BME	6.2%	10.9%		12.3%	8.9%	7.4%
White British	64.4%	78.1%		74.8%	83.2%	82.2%
Applicants						
BME	21.5%	28.6%		24.7%	29.9%	27.2%
White British	61.0%	58.1%		60.4%	54.9%	54.9%
Recruitment						
BME	N/A	20.6%		20.0%	33.3%	20.7%
White British		64.7%		64.4%	66.7%	65.5%
Leavers						
BME	8.5%	16.2%		17%	22.7%	11.5%
White British	62.5%	68.2%		68%	77.3%	61.5%
Training						
BME	11.6%	12.2%		12.6%	16%	8.6%
White British	72.9%	72.1%		69.4%	80.8%	80.1%

Unrestricted

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Religion

Calculations based on self declarations	Whole Authority	Non School		People	Delivery	Central
<u>Workforce</u>						
Buddhist	0.1%	0.1%		0.1%	0.0%	0.0%
Christian	32.8%	47.6%		49.7%	47.5%	42.3%
Hindu	0.6%	1.4%		1%	2.5%	1.8%
Jewish	0.2%	0.4%		0.4%	0.0%	0.6%
Muslim	0.6%	1.2%		1.1%	1%	0.6%
None	15.2%	29.9%		27.6%	30.2%	37.7%
Not specified	48.2%	15.6%		15.1%	15.8%	12.9%
Other	1.8%	2.4%		2.8%	1.5%	2.1%
Sikh	0.5%	1.4%		1.3%	1.5%	1.2%
<u>Applicants</u>						
Buddhist	1.3%	0.7%		0.7%	1.5%	0.5%
Christian	41.9%	40.4%		41.4%	42.9%	38.3%
Hindu	3.3%	3.7%		3.1%	3.4%	5.0%
Jewish	0.1%	0.1%		0.1%	0.0%	0.1%
Muslim	4.2%	4.9%		4.3%	6.4%	5.7%
None	39.8%	39.4%		40.5%	35%	38.6%
Not Declared	5.3%	6.4%		6.0%	5.4%	7.3%
Other	2.3%	2.3%		2.2%	3.0%	2.3%
Sikh	1.9%	2%		1.8%	2.5%	2.3%
<u>Recruitment</u>						
Buddhist		0.6%		0.7%	0.0%	0.0%
Christian		47.1%		50.4%	50%	31.0%
Hindu		1.2%		1.5%	0.0%	0.0%
Jewish		0.6%		0.7%	0.0%	0.0%
Muslim	N/A	1.8%		0.7%	16.7%	3.5%
None		38.8%		34.1%	33.3%	62.1%
Not Declared		8.2%		9.6%	0%	3.5%
Other		1.2%		1.5%	0%	0.0%
Sikh		0.6%		0.7%	0%	0.0%
<u>Leavers</u>						
Buddhist	0%	0.0%		0.0%	0.0%	0%
Christian	31.7%	43.2%		44%	27.3%	53.9%
Hindu	1.1%	2%		2%	4.6%	0%
Jewish	0%	0%		0%	0%	0%
Muslim	1.4%	3.4%		3%	9.1%	0%
None	14.6%	28.4%		27%	36.4%	26.9%
Not Declared	48.8%	17.6%		19%	9.1%	19.2%
Other	1.9%	4.1%		3%	13.6%	0%
Sikh	0.6%	1.4%		2%	0.0%	0%
<u>Training</u>						
Buddhist	0.0%	0.0%		0.0%	0.0%	0.0%
Christian	50.2%	50.3%		51.4%	46.2%	47.1%
Hindu	0.9%	0.9%		0.5%	5.1%	1.1%
Jewish	0.4%	0.5%		0.4%	0.0%	0.8%
Muslim	1.7%	1.8%		2.3%	0.0%	0.5%
None	27.7%	28.1%		26.1%	32.7%	34.6%
Not Declared	16.3%	15.6%		16.9%	8.3%	12.8%
Declared/NK	2.1%	2.2%		1.8%	4.5%	3.1%
Other	0.6%	0.7%		0.6%	3.2%	0%
Sikh						

Sexual Orientation

Calculations based on self declarations	Whole Authority	Non School		People	Delivery	Central
Workforce						
Bisexual	0.3%	0.6%		0.7%	0.5%	0.3%
Gay Man	0.4%	0.8%		0.6%	2%	0.6%
Heterosexual/ Straight	41.1%	69.9%		68.5%	73.8%	71.5%
Lesbian/Gay						
Woman	0.5%	1.2%		1.5%	0.5%	0.9%
Not Declared/Not Known	57.7%	27.5%		28.7%	23.3%	26.7%
Applicants						
Bisexual	1.9%	1.5%		2.1%	1.5%	0.6%
Gay Man	1.0%	1.2%		1.1%	2.0%	1.2%
Heterosexual/ Straight	89.2%	89.3%		89.8%	86.8%	89.2%
Lesbian/Gay	1.0%	1.2%		1.2%	2.0%	0.9%
Woman						
Not Declared/Not Known	6.9%	6.8%		5.8%	7.8%	8.1%
Recruitment						
Bisexual		1.2%		1.5%	0.0%	0.0%
Gay Man		0.6%		0.7%	0.0%	0.0%
Heterosexual/ Straight	N/A	86.4%		87.4%	100%	79.3%
Lesbian/Gay						
Woman		1.2%		0%	0.0%	6.9%
Not Declared/Not Known		10.6%		10.4%	0.0%	13.8%
Leaver						
Bisexual	0.3%	0.7%		1.0%	0.0%	0%
Gay Man	0.8%	1.4%		2%	0.0%	0%
Heterosexual/ Straight	42.1%	66.2%		64%	68.2%	73.1
Lesbian/Gay	0%	0%		0%	0.0%	0%
Woman						
Not Declared/Not Known	56.7%	31.8%		33%	31.8%	26.9%
Training						
Bisexual	0.3%	0.4%		0.5%	0.0%	0.0%
Gay Man	1.1%	1.2%		0.6%	3.9%	2.4%
Heterosexual/ Straight	64.6%	64.8%		63.2%	70.5%	69.1%
Lesbian/Gay						
Woman	2.2%	2.4%		2.9%	0.0%	1.1%
Not Declared/Not Known	31.8%	31.4%		32.8%	25.6%	27.5%

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To: **Employment Committee**
2 March 2022

Annual Update of The Council's Pay Statement **Assistant Director: HR and Organisational Development**

1 Purpose of Report

- 1.1 Since 2012, and in accordance with the 2011 Localism Act, the Council has been required to publish an annual Pay Statement. The Statement is also aligned with the requirements of the Transparency Regulations.
- 1.2 This report is required to be agreed by Council.

2 Recommendation

- 2.1 **That the CMT/Employment Committee review and agree the Pay Policy Statement for 2021/22.**

3 Reasons for Recommendation

- 3.1 To comply with the Department of Communities and Local Government (DCLG) guidance and 2014 Transparency Code requirements.
- 3.2 To Highlight the Councils commitment to transparency and equity in pay.

4 Alternative Options Considered

- 4.1 None. It is a legal requirement to produce and publish the statement.

5 Supporting Information

- 5.1 The Pay Policy Statement is attached.
- 5.2 The report should be considered at Employment Committee prior to going through to Council. Given the delay in the Employment Committee to 2 March 2022 this has resulted in the need to take through to Council for approval first to meet the 31 March deadline.

6 Consultation and Other Considerations

Legal Advice

- 6.1 Section 38 (1) of the Localism Act 2011 requires local authorities to produce a pay statement to be agreed by Members before the beginning of each financial year. The Act does not apply to local authority schools. This document meets the requirements of the Act for the Bracknell Forest Council. This Pay Policy Statement presents the expected position at 1 April 2022.

The provisions of the Localism Act require that local authorities are more open about their own local policies and how their local decisions are made. The Code of Recommended Practice for Local Authorities on Data Transparency enshrines the principles of transparency and asks Authorities to follow three principles when publishing data they hold: responding to public demand, releasing data in open

formats available for re-use, and, releasing data in a timely way. This includes data on senior salaries and the structure of the workforce.

Financial Advice

- 6.2 There are no financial implications arising from this report.

Other Consultation Responses

- 6.3 None, though the statement will be discussed at the Local Joint Committee and Employment Committee.

Equalities Impact Assessment

- 6.4 Discussed across the document.

Strategic Risk Management Issues

- 6.5 Failure to explicitly respond to guidance on the content of published information will run the risk of challenge from the DCLG.

Climate Change Implications

- 6.6 The recommendations in Section 2 above are expected to:
Have no impact on emissions of CO₂.

Background Papers

None

Contact for further information

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Bracknell Forest Council

PAY STATEMENT FOR THE FINANCIAL YEAR 2021/22

INTRODUCTION

Source and scope of pay statement

This Pay Statement has been produced in accordance with Sections 38 to 43 of the Localism Act 2011 (the Act), which, from 2012 onwards, require local authorities to publish an annual statement of their approach to pay for the relevant financial year in relation to:

- The remuneration of their most senior employees (which the Act defines as the head of paid service (Chief Executive), the Monitoring Officer, the Assistant Directors (or Directors), and the Assistant Directors (i.e. managers who report directly to a Director));
- The remuneration of their lowest-paid employees; and
- The relationship between the remuneration of the most senior employees and that of other employees.

The statement is for the financial year 2021/22. Data on existing salaries, job roles and statistics contained within the statement are based as at 1 April 2021. It is noted that a pay award due from April 2021 has yet to be agreed with an offer made to trade union bodies which has yet to be accepted.

The Secretary of State has produced guidance on the Act's provisions relating to openness and accountability in local pay, which local authorities must have regard to in preparing and approving their annual pay policy statements and the Council's statement takes full account of this guidance to date as well as the provisions of the Act.

It also takes account of:

- Local Government Transparency Code 2014
- Guidance issued by the Joint National Council (JNC) for Local Authority Chief Executives on pay policy statements, published in November 2011
- Guidance under section 40 of Localism Act 2011, published by DCLG
- Employment and equalities legislation affecting local authority employers, where relevant.

To aid transparency, this statement also contains or refers to information which the Council is already required to publish under other legislation, i.e.

- Information on the actual level of remuneration paid to senior managers, as required by The Accounts and Audit (Amendment No. 2) (England) Regulations 2009
- Policies on the exercise of its discretions over payments upon termination of employment under the Local Government Pension Scheme, as required by Local Government Pension Scheme Regulations
- Policies on the exercise of its discretions over payments upon termination of employment under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006, as required by Regulation 7 of those regulations.

The Government's guidance on the Localism Act's pay provisions states that it is open to Councils to include in this Statement their policies on the remuneration of employees who are neither the most senior officers nor the lowest paid. Accordingly, this Policy Statement also gives details of:

- The policies applied to employees earning in excess of £50,000, as required by Local Government Transparency Code 2014
- Elements of remuneration which apply to all employees, regardless of their pay level, status or grading within the Council.

As such, this Statement draws together all the relevant existing policies and can therefore be seen as a comprehensive document covering all relevant aspects of pay and remuneration within the Council.

Status of pay statement

In line with the requirements of the Localism Act, the Pay Statement will need to be reviewed on an annual basis, with a new version approved before the start of each subsequent financial year, which will need to be complied with during that year.

The Pay Statement can also be amended during any financial year, but only by a resolution of the full Council. If it is amended during the year to which it relates, the revised version of the statement will be published as soon as reasonably possible after the amendment is approved by the Council.

Transparency and autonomy

It is important to recognise that, whilst producing national legislation relating to their pay policies, the Government also explicitly recognises that each local authority remains an individual employer, and, as such, has the autonomy to make decisions on pay that are appropriate to local circumstances and deliver value for money for local taxpayers.

SECTION 1: REMUNERATION OF STATUTORY AND NON-STATUTORY DIRECTORS, ASSISTANT DIRECTORS, MONITORING OFFICER AND OTHER SENIOR POSTS

1.1 REMUNERATION COVERED IN THIS SECTION OF THE POLICY

This section covers the Council's policies in relation to the remuneration of its senior employees, including:

- Its Chief Executive;
- Its Executive Directors and who report to and are directly accountable to the Chief Executive – this includes both statutory and non-statutory Directors;
- Its Assistant Directors, who report to and are directly accountable to Executive Directors;
- Its Section 151 Officer (the Executive Director of Resources), who is also a Director and remunerated as such;

- Its Monitoring Officer (the Borough Solicitor, who is the officer responsible for ensuring the Council's compliance with the law in all its activities) is also an Assistant Director and is remunerated as such.

1.2 CONTEXT

These senior employees are responsible for working with elected politicians to determine the overall strategic direction of the Council, to develop the scale, nature, efficiency and effectiveness of all the services provided by the Council, and to provide day-to-day leadership and management of those services.

In relation to other organisations in all sectors across the UK, the Council is a large, complex organisation providing a very diverse range of services. Many of those services are vital to the wellbeing of individuals and groups of residents in the local community and are delivered in very challenging circumstances, taking account of levels of need and the availability of resources to meet them.

The Council's senior employees are responsible for:

- 3192 employees (equivalent to 2767.8 full-time equivalent (FTE) employees). These numbers are as at 1 April 2021 and include schools
- Services to an estimated 122,549 residents within the local community (source: ONS 2018 via <https://bracknell-forest.berkshireobservatory.co.uk/population/>)
- Total Gross Expenditure of £263.9 million, which was the Council's Total Gross Outturn Expenditure in 2019/20
- The following services to the local community:
 - Adult social services
 - Children and families social services
 - Countryside and open space management and maintenance
 - Education and schools
 - Elections and local democracy
 - Environmental including pest control
 - Environmental Services, including refuse collection, recycling, street cleaning and waste disposal
 - Housing and welfare
 - Housing and Council tax benefits
 - Leisure and Arts provision
 - Libraries
 - Planning
 - Roads, transport, street lighting and car parking
 - Youth and Community Services
 - Public Health
 - Regeneration and economic development
 - Community Safety
- The following facilities:
 - 34 schools (including one Pupil Referral Unit and one special school)
 - two respite services (overnight and daytime)
 - 4 Children's Centres
 - 9 libraries
 - Over 80 park sites totalling over 1,000 acres of land
 - 24 play areas, plus wheeled sports areas, tennis courts, soccer pitches, a baseball diamond and a sports pavilion
 - 14 community centres
 - One town centre office and the commercial centre

- The Council:
 - Is responsible for the education of around 17,000 children
 - Deals with around 1,200 planning applications per year
 - Manages and maintains around 456 kilometres of roads, 700+ kilometres of paths and cycleways, 200+ bridges, underpasses and other structures
 - Manages and maintains cutting almost 2.5 million square metres of grass and manages and maintains approximately 625,000 square metres of woodland
 - Is responsible for around 142 looked-after children
 - Licences 255 premises and clubs and 296 taxis
 - Currently has over 1,640 open cases on adults and provided long term services to over 1,263 people.

The Council must compete with other employers in the area (and, in many cases, in the country) to recruit and retain managers and staff who are capable of meeting the challenges of delivering this diverse range of services to the required standards. This has an important bearing on the levels of remuneration it offers which has been kept under review on a regular basis by the Employment Committee. At the same time, the Council is under an obligation to secure the best value for money for its residents and tax-payers in taking decisions on pay levels. In recent years the Employment Committee has sought to strike a fair balance between these competing pressures.

1.3 RESPONSIBILITIES OF SENIOR ROLES

To give further contextual information for remuneration levels, the main accountabilities of the Chief Executive and Executive Directors are set out below.

- **Chief Executive**

The Chief Executive is the Council's most senior employee who leads and takes responsibility for the work of the Council. It is a full time appointment and post holders are selected on merit, against objective criteria, following public advertisement.

The role of Chief Executive is complex with ultimate responsibility for managing expenditure of 263.9 million of public funds, serving around 122,549 people in the Council's area.

As head of the paid service of the Council's employed staff, the Chief Executive is a non-political post. Whilst the elected councillors provide the policies, Council paid employees put them into practice. The Chief Executive is responsible to and accountable to, the Leader of the Council, the Executive and the whole Council in delivering their political and policy objectives.

The Chief Executive works closely with elected councillors to deliver:

Leadership: to ensure strong and visible leadership and direction, encouraging and enabling managers to motivate and inspire their teams;

Strategic direction: ensuring all staff understand and adhere to the strategic aims of the organisation and follow the direction set by elected councillors;

Policy advice: acting as the principal policy adviser to the elected councillors to lead the development of workable strategies which will deliver the political objectives set;

Partnerships: leading and developing strong partnerships across the local community to achieve improved outcomes and better public services for local people;

Operational Management: overseeing financial and performance management, risk management, people management and change management within the Council.

Staff under indirect management responsibility: 3191

- ***Executive Director – People***

This post has a statutory role in relation to both adult and children's social care, and is responsible and accountable for assessing local needs and ensuring the availability and delivery of a full range of services, and ensure that children and young people achieve the best possible outcomes for their lives through education

The directorate provides advice and information about the range of services that may be available to support individuals or families. Practitioners will work with individuals and their carers to identify needs for care and support and/or housing and how those needs can be met. If people are not eligible, the department can give them information about other ways of accessing support and organisations where they could go to get help. There is joint work with Children's Services to ensure support is in place when the young person reaches 18 years of age.

The focus of support is to enable people to maximise their ability and retain their independence, which will mean people can stay in their own homes for as long as possible. Support may be needed for a crisis or a longer period, and the directorate will generally commission this. Depending on assessed needs, a range of services could be provided in partnership with other organisations to meet the social care needs of adults and older people. Services include home support, day opportunities, the provision of equipment for daily living and residential and nursing care. The Directorate also has a responsibility to ensure that the needs of "informal" carers (usually family or friends) are identified, and appropriate support is offered to enable them to continue in their caring role, should this be what they wish.

The post is also responsible for ensuring the provision of Housing Advice and Homelessness Prevention as well as the provision of Housing and Council Tax Benefits.

The Welfare and Housing Service aims to maximise customers' income and independence. The Welfare Service provides national and local welfare payments to households in the Borough and provides advice to households so that they can maximise their income including budgeting advice and employment opportunities. The Housing service provides advice to households so that they can resolve their housing need, provides advice and if necessary, accommodation for homeless households and overall helps customers secure a home that meets their needs. The Forest care service provides an emergency and re-assurance service to its customers so that they can maintain their independence in their home and feel safe and secure in the knowledge that if an emergency occurs there is help to call upon.

Its duties include specific support for the following:

Children's Social Care

- Child Protection / Safeguarding
- Looked After Children
- Specialist Support

- Youth Offending Service

Adult Social Care

- Adult Community Team (ACT)
- Learning Disabilities
- Safeguarding

Mental Health and Out of Hours

- Mental Health
- Emergency Duty Team
- Forestcare
- Drug and Alcohol Services (DAAT)

Early Help and Communities

- Housing
- Strategy, Resources and Early Help

Education and Learning

- School Advisory team
- School Sufficiency and Commissioning
- Community Learning
- Governor Services
- Targeted Services
- Education Centre and Education Library Service
- Education Psychology & SEN
- Education Capital & Property

Commissioning

- Financial Assessments (Support Hub)
- Financial Assessments (Income)
- Joint Commissioning
- Performance Management & Governance

Public Health

- Shared Team

Staff under direct or indirect line management responsibility: 660 (excluding schools)

- ***Executive Director – Delivery***

The directorate is responsible for the strategic planning and operational delivery of services covering a wide range of functions and activities. It targets its services to meet the high standards residents, local businesses and visitors expect. Some of these services are delivered directly, others in partnership with the voluntary and charitable sectors and some through contracts with private companies. The directorate operates with 5 service divisions as follows:

- Customer Experience
 - Digital Services
 - Libraries, Arts & Heritage
 - Transport and Support
- Legal Services

- Democratic Services
 - Elections
 - Registrars
- ICT
- Contract Services
 - Environmental services
 - Leisure Services
 - Operational Support
 - Cemetery and crematorium
- Property

The Director also acts as Statutory Overview & Scrutiny Officer

Staff under direct or indirect line management responsibility: 186

- ***Executive Director – Place, Planning and Regeneration***

This post is responsible and accountable for the effective planning and delivery of the regeneration, development and future infrastructure of the Borough, within the statutory policy guidelines and planning framework agreed by the Council. The directorate targets its services to meet the high standards residents, local businesses and visitors expect.

The directorate operates with 6 service divisions including:

- Town and country planning
- Building Control and land charges
- Transport Development
- The Look Out Discovery Centre
- Highway Asset Management
- Parks and countryside management
- Regeneration and economy
- Public Health – Local Team

Staff under direct or indirect line management responsibility: 153.

The Directorate includes the Bracknell Forest Public Health Team. Public Health work aims to improve the health and wellbeing of the population, tackle health inequalities and reduce premature mortality. The team commissions a range of services including health visiting and school nurses, stop smoking support, weight management, health checks, sexual health, falls prevention, mental health and substance misuse treatment. The team also provides support and advice on health matters direct to the community via campaigns, events and social media, as well as providing support to other professional agencies on issues such as infectious disease control or patterns of health and healthcare outcomes within the local population. Collaboration is central to work of the Public Health team, particularly with colleagues in social care, the NHS and the voluntary sector. In addition to the Bracknell Forest Public Health team, the Directorate also hosts the Berkshire-wide 'Shared' Public Health team which provides strategic, contracting and data support to the six unitary authority Public Health teams across the county. This team is led by the Strategic Director of Public Health.

- ***Executive Director – Resources***

This role fulfils the statutory obligations of the Chief Financial Officer, as set out in Section 151 of the Local Government Act 1972, Sections 112, 113 and 114 of the Local Government Finance Act 1988 and the Accounts and Audit Regulations 2015, in order to ensure that the financial affairs of the Authority are properly administered. This role is the prime adviser to the Council on financial matters including the development and monitoring of financial strategies, policies, programmes and procedures. This role is also responsible for the strategic implementation of Organisational Development and Human Resources to support the Council Plan, Service Plans and associated budgets.

Areas of responsibility include:

- Accountancy
- Audit
- Finance & Business Services
- Procurement
- Revenue Services
- Human Resources
- Organisational Development

Staff under direct or indirect line management responsibility: 95

1.4 OVERALL POLICY ON REMUNERATION FOR SENIOR ROLES

The Council's overall approach to remuneration for its senior employees is based on:

Compliance with equal pay, discrimination and other relevant employment legislation, plus recognition of the demanding nature of the challenges which the Council faces, and the requirement to offer competitive remuneration in relation to the rest of the local government and public sectors, in order to secure the most talented managers. This means that, on the advice of the Employment Committee, the Council has always taken account of:

- pay levels in the local area, including neighbouring public sector employers
- the relative cost of living in the local area, particularly housing costs
- the responsibilities and accountabilities of posts which may be exceptionally demanding.

The Council seeks to maintain this overall approach by carefully monitoring pay data provided by the Joint National Councils (JNCs) for Chief Officers and Chief Executives, the Local Government Association/Employers, and other relevant pay surveys.

In terms of pay differentials, the Council recognises that the role of Chief Executive leads the organisation's workforce and has the greatest level of accountability, and so warrants the highest pay level in the organisation.

At Executive Director level:

- The Council recognises that all its Executive Directors have a collective and corporate responsibility for contributing to and delivering the overall strategy of the organisation, however the size and scope of their responsibilities differ and therefore an appropriate grade from the senior salaries structure is determined through a job evaluation conducted by Korn Ferry.

At Assistant Director level:

- The Council recognises that certain roles are more demanding than others and has identified those with a greater level of accountability through job evaluation, (which provides a careful analysis of job demands) and offers them higher remuneration than other Assistant Director posts. Evaluation is based upon the Hay system and evaluations are carried out independently by the Korn Ferry Group including the Director of Public Health.

Below Assistant Director level, the Council recognises that the demands on and accountabilities of different management roles vary considerably and seeks to align pay levels with the relative importance and responsibilities of jobs, using a process of job evaluation, and including Market Premia where applicable to match certain posts with the market rate for similar jobs. There are, additionally, some posts which are on other national payscales such as the teaching payscales, NHS payscales or Soulbury conditions. Some of the posts below Assistant Director level are specifically listed later in this report as earning more than £50,000 pa because they either receive a Market Premia payment or are subject to other national payscales.

1.5 SPECIFIC REMUNERATION OFFERED TO SENIOR EMPLOYEES

At Chief Executive, Executive Director and Assistant Director level, the Council offers only an annual salary and access to the Local Government Pension Scheme. No other cash

benefits or benefits in kind are offered - except any benefits purchased by the employee under the Council's Flexible Benefits scheme under which all employees may purchase benefits from a range offered to all staff. The only one of these benefits which gives an opportunity to increase income is the selling of annual leave, which is available to most employees but not to those at Assistant Director level and above (see section 4). Other than the five Executive Director posts, the Council does not offer performance related payments or bonuses to its senior employees.

Geographical/location allowance (local weighting) is not payable to the Chief Executive, Executive Directors or Assistant Directors.

The Chief Executive, Executive Directors and Assistant Directors are not eligible to participate in the Council's flexible leave scheme whereby employees are able to "buy and sell" annual leave within certain parameters (See section 4, below).

Annual salaries

Annual salary levels for senior employees are fixed in accordance with the overall principles set out in section 1.4. At Chief Executive, Executive Director and Assistant Director level and for other senior managers, they consist of a grade range which is determined locally by the Council. This grade range consists of several incremental salary points. Progression through to the top of the grade is dependent on annual performance ratings, until the top of the grade is reached.

Remuneration of senior employees on recruitment

The Council's policy is that any newly appointed senior employee will normally commence employment at the lowest pay point in the pay range for their job, other than when taking account of the successful applicant's current salary and the market requirements. Any decision to appoint a senior employee on a higher pay point within the relevant pay range would be made by the Appointments Committee.

Pay progression

Pay progression within a specific grade is normally by annual increment, payable from 1 April, until the employee reaches the top pay point of their grade. However, for employees at Executive Director grade and above progression is dependent on annual performance ratings.

- Pay progression is based on the period the employee has served in that grade, subject to performance as evidenced by annual performance ratings.
- Senior employees who are considered to have demonstrated exceptional performance may receive accelerated incremental progression within the grade at the discretion of the Chief Executive or relevant Executive Director or, in the case of the Chief Executive, at the discretion of the Leader of the Council.

Pay awards

The salaries of senior employees are reviewed annually in line with any pay award agreed in the Joint National Councils (JNCs) for Chief Executives/Chief Officers, the National Joint Council (NJC) for Local Government Services, NHS or Soulbury conditions, as appropriate for the contracts of the senior managers. Periodic reassessments will benchmark the grades against market rates for similar roles in the region.

Bonuses

The Council does not pay bonuses to any of its employees.

Local Government Pension Scheme (LGPS)

The Council offers all its senior employees' access to the Local Government Pension Scheme, in accordance with the statutory provisions of the scheme, on the same basis as all its employees. Any pension payments made to its senior employees on termination of employment either on grounds of redundancy, in the interests of the efficiency of the service or on grounds of ill health are made within the statutory terms of the LGPS.

- The employer's contribution rate for senior employees who join the scheme is the same as for all other employees, as set out in Section 4 "**POLICIES COMMON TO ALL EMPLOYEES**"
- The discretions which the Council can apply under the scheme upon termination of employment are the same for senior employees as for all other employees who are LGPS members and are set out in Section 4 "**POLICIES COMMON TO ALL EMPLOYEES**".

Payments on Termination of Employment

Other than payments made under the LGPS, the Council's payments to managers whose employment is terminated on grounds of redundancy or in the interests of the efficiency of the service will be in accordance with the policy the Council has adopted for all its employees in relation to the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006, as set out in Section 4 "**POLICIES COMMON TO ALL EMPLOYEES**".

Other than payments pursuant to the LGPS (including the exercise of the Council's discretions) or payments in accordance with the Council's policies under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006, the Council's policy is not to make any other termination payments to its senior employees. The only exception to this, which is very rarely used, is where it has received specific legal advice to the effect that a payment is appropriate to settle proceedings in an Employment Tribunal or court of law or may be required to eliminate risk of claims against the Council. Any severance payment of £100,000 or more which falls outside the agreed policy parameters will be referred to full Council for approval.

Election fees

Election fees are paid separately. Returning Officer fees for national elections are set by central government. Local election fees are paid in accordance with a scale of fees which is based on national election rates and agreed locally.

1.6 RE-ENGAGEMENT OF SENIOR MANAGERS

Re-engagement of Chief Executives, Executive Directors and Assistant Directors who have left Bracknell Forest Council with a severance or termination payment

Re-engagement as employees

(1) Subject to any relevant provisions in employment and equalities legislation, the Council's policy is not to re-employ *in any capacity* any former Chief Executive, Executive Director or Assistant Director who was in receipt of a severance or termination payment for any reason other than compulsory redundancy, for a period of three years from the date of termination of employment.

(2) Where a Chief Executive, Executive Director or Assistant Director's employment has been terminated compulsorily on grounds of redundancy, they will not be re-employed *in the same or a similar post* for a period of three years following the date of termination of employment. If they are re-employed in another post within four weeks after the effective

date of redundancy, they will lose their right to a redundancy payment, including any enhancements under the provisions of the LGPS or the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006. Any re-employment will be subject to the Council following the strict application of the normal process of competitive selection for employment. New legislation has been introduced regarding a cap on Local Government exit payments. The cap includes introducing a limit on the salary used for redundancy calculations (£80,000) and ensuring the exit package does not exceed £95,000 (including pension strain costs).

(3) Any former Chief Executive, Executive Director or Assistant Director who is employed by the Council who has previously received a severance, termination or redundancy payment from this or any other Council or related body will not have previous service counted when determining any further entitlements to notice periods, sickness payments, annual leave or other benefits/entitlements based on continuous service.

Re-engagement under a contract for services

The Council's policy is not to re-engage under a contract for services any former Chief Executive, Executive Director or Assistant Director who left the Council for any reason and was in receipt of a redundancy, severance or termination payment, for a period of three years from the cessation of employment.

Policy variation

This re-engagement policy may be varied only in exceptional circumstances and then subject to the agreement of the Employment Committee.

Employment of those in receipt of an LGPS pension

General:

Policy is set out in Section 4 **POLICIES COMMON TO ALL EMPLOYEES.**

Flexible retirement:

The LGPS regulations permit the Council to offer flexible retirement to employees (including Chief Executive, Executive Directors, Directors and Assistant Directors) aged 55 or over, so that they can reduce their hours of work, and receive a pension in respect of the proportion of full-time hours they are no longer required to work. This policy is set out in Section 4 **POLICIES COMMON TO ALL EMPLOYEES.**

1.7 PUBLICATION OF DETAILS OF EMPLOYEE REMUNERATION

In accordance with 39 (5) of the Localism Act, this policy will be published on the Council's website.

The Council is also required to publish information about the remuneration of senior officers under The Accounts and Audit (Amendment No. 2) (England) Regulations 2009, and the Local Government Transparency Code 2015.

For ease of reference, remuneration data for posts identified under these Regulations is set out below, individual annual salaries for staff in post can be found on the Council's website.

The table below indicates the grades at 1 April 2021.

Chief Executive	£169,784 - £185,112
Executive Director - People	£141,487 - £164,544
Executive Director - Delivery	£118,430 - £137,295
Executive Director- Resources	£118,430 - £137,295
Executive Director: Place, Planning and Regeneration	£118,430 - £137,295
Director of Public Health	£92,228 - £107,949
Asst Director: Adult Social Care	£92,228 - £107,949
Asst Director: Children's Social Care	£92,228 - £107,949
Asst Director: Early Help & Communities	£92,228 - £107,949
Asst Director: Education and Learning	£92,228 - £107,949
Asst Director: Commissioning	£92,228 - £107,949
Borough Solicitor	£92,228 - £107,949
Assistant Director: Mental Health & Out of Hours	£92,228 - £107,949
Asst Director: Contract Services	£92,228 - £107,949
Asst Director: Customer Experience, ICT & Digital Services	£92,228 - £107,949
Asst Director: Property	£86,695 - £91,643
Consultant in Public Health	£86,695 - £91,643
Assistant Director: HR and OD	£79,850 - £86,395
Assistant Director: Chief Executives Office	£79,850 - £86,395
Assistant Director: Special Projects	£79,850 - £86,395
Assistant Director: Highways and Transport	£79,850 - £86,395
Assistant Director: Planning	£79,850 - £86,395
Chief Accountant	£79,850 - £86,395
Head of Finance and Business Services	£79,850 - £86,395

Figures as at 1 April 2021 and are inclusive of supplements and/or market premia where payable. Teaching staff not included.

SECTION 2: REMUNERATION OF LOWEST PAID EMPLOYEES

This section sets out the Council's policies in relation to the remuneration of its lowest-paid employees, as defined in this Pay Policy Statement.

2.1 ORGANISATIONAL CONTEXT

The Council considers it is important that its policy with regard to the remuneration of its lowest paid employees is seen within the broader organisational context, in particular the range and diversity of services for which it is responsible, either directly or indirectly, the number of residents within the local community, the level of its financial responsibilities and the numbers of staff directly employed.

2.2 OVERALL REMUNERATION POLICY: LOWEST PAID EMPLOYEES

Aims, Objectives and Key Principles

The Council aims to develop, implement and maintain fair and equitable remuneration arrangements which enable it to recruit, retain, motivate and develop staff with the skills and

capabilities necessary to ensure the continued provision of high-quality services and which are cost effective and provide value for money.

The Council's remuneration policy complies with all equal pay, discrimination and other relevant employment legislation.

When setting pay levels for specific posts the Council takes account of both internal differentials, as measured by job evaluation, and external relativities, as measured against the relevant employment market. The Council aims to ensure its pay rates for specific posts are set at a level which enables it to recruit and retain staff with the appropriate knowledge, skills and capabilities necessary for the role.

2.3 DEFINITION OF LOWEST PAID EMPLOYEES

The definition of the "lowest-paid employees" adopted by the Council for the purposes of this statement is as follows:

The lowest paid employees within the Council paid on the Council's lowest hourly pay rate.

The current annual full-time equivalent value of this pay level, based on a 37-hour standard working week and including local weighting, is £18,468.

2.4 REMUNERATION OF LOWEST PAID EMPLOYEES

Pay structure

The Council's lowest paid employees are on a grade range derived from the national pay spine, as set out in the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service. This grade range consists of a number of incremental salary points through which employees may progress until the top of the grade is reached.

Pay Progression

Pay progression is normally by annual increment, payable from 1 April.

Pay progression is based on the period the employee has served in that grade, subject to satisfactory performance. Directors may accelerate incremental progression within the grade for employees who are considered to have demonstrated exceptional performance.

Annual Pay Review

The basic pay of the Council's lowest paid employees is reviewed annually at a national level, with any cost-of-living, or other, increase normally applied on 1 April in each year.

Any increase will normally be applied in accordance with that agreed by the National Joint Council for Local Government Services.

Pension Provision

The Council's lowest paid employees may participate in the Local Government Pension Scheme in accordance with the statutory terms of that scheme.

Contributions are made to this scheme in respect of each participating employee as set out in Section 4, **Policies Common to all Employees**.

Any increases in or enhancements to the pension entitlement of the Council's lowest paid employees would be made in accordance with the discretions available to it under the

statutory provisions of the Local Government Pension Scheme, as exercised by the Council and set out in the relevant policy statement (see Section 4 of this Pay Policy Statement, **Policies Common to all Employees**).

Termination or Severance Payments

Any termination or severance payments made by the Council to its lowest paid employees, either on grounds of redundancy, in the interests of the efficiency of the service or on grounds of permanent ill-health, will be made in accordance with the statutory terms of the Local Government Pension Scheme, as applicable, and/or in accordance with the discretions available to it under that Scheme or under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006, as set out in the relevant policy statement (see Section 4 of this Pay Policy Statement, **Policies Common to all Employees**).

Other than payments pursuant to the LGPS (including the exercise of the Council's discretions) or payments in accordance with the Council's policies under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006, the Council's policy is not to make any other termination or severance payments to its lowest paid employees, other than where it has received specific legal advice to the effect that a payment may be necessary to eliminate risk of claims against the Council.

Other elements of remuneration

The other elements of remuneration which it is the Council's policy to offer to its lowest paid employees (where applicable) are listed below and are as set out in section 4, "Policies common to all employees":

Recruitment/retention payments

Reimbursement of removal/relocation costs/mortgage subsidy on appointment

Geographical/location allowance (local weighting)

Car allowances/mileage rates

Payment of professional subscriptions or membership fees

Subsistence or other expenses allowance

Provision of mobile telephones/personal devices

Honorarium/acting up/additional responsibility payments

Payment for reduced leave entitlement

In addition, the Council's lowest paid employees may have access to the following payments where patterns of work make them appropriate:

Working arrangements

Employees on national conditions, who are required to work beyond the Council's normal full-time equivalent working week of 37 hours and/or work other non-standard working patterns, as listed below, will receive payment in accordance with the provisions of the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service for:

- Additional hours
- Saturday and Sunday working
- Night work
- Public and Extra Statutory holidays
- Sleeping-in duty

Standby and/or call-out payments

Employees who are required to be on standby at times which are outside their normal working week and/or who may be called-out to attend to an issue at the Council's premises or other location may receive an additional payment in accordance with the provisions of the relevant Council policy.

2.5 OTHER TERMS AND CONDITIONS

The other terms and conditions which apply to the Council's lowest paid employees are as set out in the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service, as amended and/or supplemented by any local agreements which may apply.

2.6 REMUNERATION OF EMPLOYEES WHO ARE PAID MORE THAN THE LOWEST PAID EMPLOYEES BUT WHO ARE NOT ASSISTANT DIRECTORS

The Council's policy and practice with regard to the remuneration of employees who are paid more than its lowest paid employees but who are not Assistant Directors is the same as that which applies to its lowest paid employees, other than where any differences are indicated in this policy statement. Some specific groups of employees are paid on nationally determined Soulbury Conditions or Youth and Community Conditions.

2.7 EMPLOYEES WHO ARE PAID LESS THAN THE COUNCIL'S LOWEST PAID EMPLOYEES, AS DEFINED IN THIS PAY POLICY STATEMENT

The following categories of employees *may* be paid less than the Council's lowest paid employees, as defined in this Pay Policy Statement:

- Apprentices
- Some casual workers

The Council may apply a lower pay rate and/or different remuneration arrangements to these categories of employees, which reflects the nature and/or duration/frequency of their employment.

SECTION 3: PAY RELATIONSHIPS

This section sets out the Council's overall approach to ensuring pay levels are fairly and appropriately dispersed across the organisation, including the current pay multiples which apply, and its policy toward maintaining acceptable pay multiples in the future.

The Council believes that the principle of fair pay is important to the provision of high quality and well-managed services and is committed to ensuring fairness and equity in its remuneration practices. The Council's pay policies, processes and procedures are designed to ensure that pay levels are appropriately aligned with and properly reflect the relative demands and responsibilities of each post and the knowledge, skills and capabilities necessary to ensure they are undertaken to the required standard, as well as taking account of relevant market considerations. This includes ensuring that there is an appropriate relationship between the pay levels of its senior officers, as defined in this Pay Policy Statement, and of all other employees.

The Council has adopted several policies and practices to ensure fairness in the overall pay relativities within the Authority. These include:

- Using an analytical job evaluation scheme to determine the grading of all posts below Assistant Director level
- Jobs at Assistant Director level and above are also subject to measurement using a separate job evaluation scheme – evaluated externally
- Applying a clear and objective methodology for evaluating all new and changed jobs to ensure they are properly graded and that pay levels properly reflect their level of responsibility
- Establishing a defined procedure for employees who wish to request a review of their job grade or who wish to appeal against their grading outcome
- Providing for additional payments and allowances, with clearly defined eligibility criteria, to recognise and reward any working arrangements or requirements not reflected in basic pay levels
- Undertaking corporate monitoring of the application of pay progression arrangements to ensure these are applied and operated on a fair and consistent basis across the organisation
- Reviewing the roles and responsibilities of individual posts on a regular basis, for example, as part of the annual appraisal process, when a vacancy arises, as part of any organisational restructuring
- Undertaking an equal pay audit at intervals, investigating and addressing the outcomes, as appropriate

Under the provisions of the Code of Recommended Practice for Local Authorities on Data Transparency, issued by the Department for Communities and Local Government under Section 2 of the Local Government Planning and Land Act 1980, the Council is required to publish its "pay multiple", i.e. the ratio between the highest paid salary and median full time equivalent salary of the whole of the local authority's workforce. The current pay multiple, based on full time equivalent earnings in the financial year ending 31 March 2021 including base salary, overtime pay, and any lump sum car allowances is 6.3 (Last year's multiple was 6.3).

The figures are not a direct comparison because of the number of hours actually worked; for example, senior officers do not have a specific number of required work hours/week in their contract of employment and will often work more than the standard 37 hours used in non-senior contracts.

The median salary is the salary value at which 50% of the full-time equivalent salaries which apply to the whole of the Council's workforce are below that salary value and 50% are above it. The lowest pay point in the overall salary range which has been used by the Council in calculating the median salary is that which applies to its lowest paid employees, as defined in section 2 of this Pay Policy Statement.

If the mean salary is used in the above calculations instead of the median, the pay multiple is 5.5. (Last year's multiple based on mean was 5.7).

The Council considers that the current pay multiple, as identified above, represents an appropriate, fair and equitable internal pay relationship between the highest salary and that which applies to the rest of the workforce and has adopted the following actions to ensure an acceptable level is maintained:

Periodic benchmarking against the market rate for the Chief Executive will continue to take place and changes such as job evaluation outcomes or outsourcing of functions may impact on the median payment levels; both may affect the pay multiple. However, the multiple will be reviewed annually by means of this document to ensure it remains acceptable.

SECTION 4: POLICIES COMMON TO ALL EMPLOYEES

The following elements of remuneration are determined by corporate policies or arrangements which apply to all permanent employees of the Council (including its Chief Executive, Executive Directors, Directors and Assistant Directors), regardless of their pay level, status or grading within the Council:

Contracts of Employment

It is the Council's policy to engage all of its permanent employees on standard contracts of employment and to apply Pay As You Earn taxation arrangements to all remuneration under those contracts in accordance with HMRC rules.

Access to Local Government Pension Scheme

The Council offers all its employees' access to the Local Government Pension Scheme in accordance with the statutory provisions of the scheme (except where the Teachers' Pension Scheme applies). The employers' contribution rate for employees who join the scheme is currently 15.5% of salary for all employees. The employee contribution rate ranges from 5.5% to 12.5% dependent on salary. All employees, including casuals and those on very short-term contracts, have a right to be in the scheme.

Local Government Pension Scheme (LGPS) - discretions on termination of employment

Any termination or severance payments made by the Council to all its employees, either on grounds of redundancy, in the interests of the efficiency of the service or on grounds of permanent ill-health, will be made in accordance with the statutory terms of the Local Government Pension Scheme, as applicable, and/or in accordance with the discretions available to it under that Scheme.

The Council's policies on the exercise of these discretions under the LGPS are set out in the policies it has published under the requirements of the Local Government Pension Scheme Regulations. These are shown in Appendix A1.

Payments on Termination of Employment

Other than payments made under the LGPS, the Council's payments to any employee whose employment is terminated on grounds of redundancy or in the interests of the efficiency of the service will be in accordance with the policy the Council has adopted for all

its employees in relation to the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006. This policy has been published in accordance with the requirements of Regulation 7 of these regulations and, in summary, is:

- Actual weekly pay is used in all redundancy calculations
- Those with immediate access to pension are paid in accordance with the statutory number of weeks' pay
- Those with no immediate access to pension are paid 1.75 times the statutory number of weeks' pay

New regulations were expected to be announced on a proposed cap on severance payments which would limit any severance payment. The decision to proceed on this basis was revoked and any further movement on this area will be subject of a separate report to Employment Committee.

Employment of those in receipt of an LGPS pension

Subject to the administering authority's policy, pension benefits built up under regulations in force prior to 1 April 2014 (i.e. final salary benefits) may be subject to abatement where an individual in receipt of such a pension is re-employed. However, the policy of the administering authority to the Berkshire Pension Fund is not to abate pensions in these circumstances.

The only occasion where a re-employed pensioner may suffer some abatement to their pension is where they have previously been awarded compensatory added years in accordance with regulations 16 or 19 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England & Wales) Regulations 2000.

Flexible retirement

The LGPS regulations permit the Council to offer flexible retirement to employees aged 55 or over, so that they can reduce their hours of work, and draw a pension in respect of the proportion of full-time hours they are no longer required to work. The Council uses this discretion in the same way for all employees. The Council will consider requests for flexible retirement on a case by case basis. Approval will be sought through the Employment Committee for any flexible retirement where there is a cost to the Council, and all costs and business benefits will be made explicit before any decision is taken on whether to grant flexible retirement. Where the flexible retirement is at no cost to the Council, it may be granted by an Executive Director, considering the business benefits.

Market Premia

The job evaluation scheme does not recognise market pay rates when determining the grade for a job. If Directors identify market scarcity through difficulty with recruitment and/or a lack of success with advertising, they may discuss the need for a market premium with the Assistant Director: HR and Organisational Development who will seek approval through CMT or Employment Committee as appropriate.

Recruitment/retention payments

Recruitment payments are a recruitment incentive which can be used for positions where there is a nation/regional/local shortage of qualified persons. They are used to induce an individual to take up employment within the Council and are in the form of a one-off lump sum. These are infrequently used and are repayable on a sliding scale if the individual leaves within 3 years of appointment.

Key staff retention payments may be given where it is important to retain the services of an employee to the end of a specific project. The period of tie in will not normally exceed three years and any lump sum payment will not be made if the employee leaves before the relevant date. Employees in some children's social work teams and Approved Mental Health Practitioners are currently in receipt of retention payments as part of strategies to retain these key staff in a recruitment shortage area.

Geographical/location allowance (local weighting)

The Council applies London and Fringe Area Allowances in accordance with the provisions of and rates agreed by the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service, or Soulbury or Youth and Community Conditions as appropriate. There are certain employees whose pay is determined locally who do not receive this type of allowance, and it is not payable to the Chief Executive, Executive Directors or Assistant Directors.

Reimbursement of removal/relocation costs on appointment

The Relocation Scheme provides assistance to people moving house in order to take up an appointment with the Council. The scheme will not necessarily cover the full expenses of moving and is not intended to do so. The maximum amount payable under the relocation scheme is £8,000, plus mortgage subsidy where appropriate. The scheme does not apply to all advertised roles, only to those where there is less likelihood of recruiting suitable staff locally.

Honorarium or ex gratia payments/acting up/additional responsibility allowances

The Council pays honoraria or *ex gratia* payments to employees only in accordance with its corporate scheme for such payments, and all such payments are made only with the express approval of the relevant Executive Director. Where employees are required to "act-up" into a higher-graded post or take on additional responsibilities beyond those of their substantive post for a temporary/time-limited period, they may receive an additional payment. Merit payments are like honoraria payments but are generally paid as a "one off" sum. They can be for a variety of reasons including examination success or for a particularly demanding or meritorious piece of work.

Car provision – employees using their own cars on Council business

The Council compensates:

- Employees who are required to use their own car on Council business paying an Essential Car User payment of £963pa plus mileage at below the HMRC rate; and
- Employees who are otherwise authorised to use their own car on Council business by paying a casual user mileage rate based on the HMRC rate.

Payment of professional subscriptions or membership fees

The Council will pay one professional subscription or membership fee on behalf of any employee where the subscription or membership is appropriate to the duties of the post.

Subsistence or other expenses allowance

The Council reimburses expenditure on meals and overnight accommodation and any other expenses necessarily incurred by employees on Council business, in line with the Council's Expenses policy.

Flexible benefits

The Council offers a range of flexible benefits which enable employees to elect to buy certain benefits from their salary. The only part of the range which enables employees to

increase their pay is a flexible leave scheme whereby employees can “buy and sell” annual leave within certain parameters. Under this scheme, employees may be able to receive a day’s additional pay for each day of leave they “sell” to the Council and agree to work. Assistant Directors and above may not participate in this scheme, although they may elect to buy other flexible benefits in the range. The maximum number of days that can be sold is 5 (pro rata for those working less than 5 days per week.)

Provision of mobile telephones and personal devices

Chief Executive, Directors and Assistant Directors are issued with mobile phones and are required to be on an emergency duty list, other staff are issued phones in accordance with their workstyle in order to be more effective. Usually this means that Free workers will be issued with a mobile phone. The council funds the phone.

All employees working flexibly are issued with a softphone and a business case needs to be made if a mobile phone/device is required in addition to this.

SECTION 5: CONTRACTORS AND OTHER ORGANISATIONS WORKING FOR THE COUNCIL

There may be occasions where the Council procures, commissions or contracts-out one or more of the services for which it is responsible. This section sets out the Council’s approach to and policies on the pay policies of contractors, partners and other organisations who may undertake work for, or on behalf of, the Council.

The terms and conditions of employment by contractors of their workers are non-commercial matters, so we are required to procure without reference to them (S17 (1) and (5) LGA 1988).

Where any of the Council’s services are contracted-out or re-tendered or where a previously outsourced service returns to the Council, any matters relating to the remuneration of the transferred employees will be managed, as appropriate, in accordance with the relevant provisions of the Transfer of Undertakings (Protection of Employment) Regulations 2006 as amended by the Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2014.

Any payments to agency workers who may undertake work for the Council will be made in accordance with the terms and conditions of the contract between the Council and the relevant agency provider, having due regard to the relevant provisions of the Agency Workers Regulations 2010 and any other relevant employment legislation.

SECTION 6: DECISION MAKING ON PAY

The Council recognises the importance of ensuring openness, transparency and high standards of corporate governance, with clear lines of accountability, in its pay decision-making processes and procedures. Any pay-related decisions must be capable of public scrutiny, be able to demonstrate proper and appropriate use of public funds and ensure value for money. The arrangements adopted by the Council are designed to reflect these requirements, as well as ensuring compliance with all relevant legislation and other statutory regulation.

The Council has agreed that the following roles and responsibilities about decision-making in remuneration matters will apply within the Authority as follows:

Full Council: consideration and approval of the annual Pay Policy Statement, as required under the Localism Act 2011. Approval of both the senior salary pay structure, within which

senior appointments are made, and the severance policy, within which severance payments are made. Approval of any salary or severance payment over £100,000 which is not consistent with these policies.

Employment Committee: responsible for decisions relating to changes to terms and conditions of employment other than those dictated by employment law/statute, including scrutiny of this statement.

The provisions of this Pay Policy Statement will apply to any determination made by the Council in the relevant financial year in relation to the remuneration or other terms and conditions of senior officers of the Authority and of its lowest paid employees, as defined in this statement, and other employees who are paid more than the lowest paid employees but who are not senior officers.

The Council will ensure that the provisions of this Pay Policy Statement are properly applied and fully complied with in making any such determination.

This Pay Policy Statement has been approved by full Council.

The full Council will approve the appointment or dismissal of the Chief Executive (Head of Paid Service) following the recommendation of such an appointment by a Committee or Sub-Committee of the Council, which will include at least one Member of the Executive. Council will resolve that the post is remunerated in accordance with the Senior Salary Pay Structure.

For Executive Director posts, unless otherwise directed by the Council, a Committee or Sub-Committee of the Council, the Council will appoint. The Committee or Sub-Committee will include at least one Member of the Executive. Council will resolve that the post is remunerated in accordance with the Senior Salary Pay Structure.

For Assistant Director posts, the Chief Executive or his nominated representative, with the relevant Executive Member or members and the Leader of the Council, may determine whether any appointment to an Assistant Director post is to be made exclusively from the Council's existing officers. Where the Chief Executive or his or her nominated representative, determines that it is to be made from existing Officers, the appointment may be made by the Chief Executive or his/her representative. Where a recruitment process is undertaken involving external candidates, a Committee or Sub-Committee will be appointed to interview the shortlisted candidates and make the final appointment. That Committee or Sub Committee will include at least one member of the Executive.

The above arrangements ensure that the Council meets the requirement of the Localism Act that any proposal to offer a new appointment on terms and conditions which include a total remuneration package of £100,000 or more, including salary, bonuses, fees or allowances which would routinely be payable to the appointee and any benefits in kind to which the officer would be entitled as a result of their employment (but excluding employer's pension contributions), will be referred to the full Council for approval before any confirmed offer is made to a particular candidate, if they fall outside the scope of the agreed senior salary pay scales.

SECTION 7: AMENDMENTS TO THIS PAY POLICY STATEMENT

This Pay Policy Statement relates to policy for the financial year 2021/22.

The Council may agree any amendments to this Pay Policy Statement during the financial year to which it relates in accordance with the decision-making arrangements set out in the introduction to this document.

SECTION 8: PUBLICATION OF AND ACCESS TO INFORMATION

The Council will publish this Pay Policy Statement on its website as soon as is reasonably practicable after it has been approved by the Council. Any subsequent amendments to this Pay Policy Statement made during the financial year to which it relates will also be similarly published.

The information advised to be published by the Council in accordance with the requirements of the Local Government Transparency Code 2014 and in accordance with the requirements of the Accounts and Audit (Amendment No. 2) (England) Regulations 2009, as referred to in this Pay Policy Statement, is also available on its website.

The Council's policies in relation to the exercise of discretions under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 and under the Local Government Pension Scheme Regulations 2013, are set out in this policy statement.

For further information about this Pay Policy Statement, please contact the Council as follows:

Paul Young
Assistant Director: HR and Organisational Development
paul.young@Bracknell-forest.gov.uk

EMPLOYER DISCRETIONS**PART A – Formulation of COMPULSORY policy in accordance with Regulation 60 of the****Local Government Pension Scheme Regulations 2013****Regulation 16 – Additional Pension Contributions**

The Scheme employer may resolve to fund in whole or in part any arrangement entered into by an active scheme member to pay additional pension contributions by way of regular contributions in accordance with **Regulation 16(2)(e)**, or by way of a lump sum in accordance with **Regulation 16(4)(d)**.

The Scheme employer may enter into an APC contract with a Scheme member who is contributing to the MAIN section of the Scheme in order to purchase additional pension of not more than the additional pension limit (£6,500 from 1st April 2014 subject to annual increase in line with the Pensions (Increase) Act 1971).

The amount of additional contribution to be paid is determined by reference to actuarial guidance issued by the Secretary of State.

Consideration needs to be given to the circumstances under which the Scheme employer may wish to use their discretion to fund in whole or in part an employee's Additional Pension Contributions.

Scheme Employer's policy concerning the whole or part funding of an active member's additional pension contributions

The Employing Authority has resolved not to adopt this discretion

Regulation 30(6) – Flexible Retirement

An active member who has attained the age of 55 or over and who with the agreement of their employer reduces their working hours or grade of employment may, with the further consent of their employer, elect to receive immediate payment of all or part of the retirement pension to which they would be entitled in respect of that employment as if that member were no longer an employee in local government service on the date of the reduction in hours or grade (*adjusted by the amount shown as appropriate in actuarial guidance issued by the Secretary of State – separate policy required under Regulation 30(8)*).

As part of the policy making decision the Scheme employer must consider whether, in addition to the benefits the member may have accrued prior to 1 April 2008 (which the member must draw), to permit the member to choose to draw all, part or none of the pension benefits they built up after 31 March 2008 and before 1 April 2014 and all, part or none of the pension benefits they built up after 1 April 2014.

Due consideration must be given to the financial implications of allowing an employee to draw all or part of their pension benefits earlier than their normal retirement age.

Scheme Employer's policy concerning flexible retirement

The Employing Authority will consider requests for flexible retirement on a case by case basis. Approval will be sought through the Employment Committee where all costs and benefits will be explicit; requests which carry no costs to the Employing Authority will be dealt with by officers and reported back to the Committee.

Regulation 30(8) – Waiving of Actuarial Reduction

Where a Scheme employer's policy under regulation 30(6) (flexible retirement) is to consent to the immediate release of benefits in respect of an active member who is aged 55 or over, those benefits must be adjusted by an amount shown as appropriate in actuarial guidance issued by the Secretary of State (commonly referred to as actuarial reduction or early payment reduction).

A Scheme employer (or former employer as the case may be) may agree to waive in whole or in part and at their own cost, any actuarial reduction that may be required by the Scheme Regulations.

Due consideration must be given to the financial implications of agreeing to waive in whole or in part any actuarial reduction.

Scheme Employer's policy concerning the waiving of actuarial reduction

The Employing Authority has resolved to examine such issues on a case by case basis.

Regulation 31 – Award of Additional Pension

A Scheme employer may resolve to award

- (a) an active member, or
- (b) a member who was an active member but dismissed by reason of redundancy, or business efficiency, or whose employment was terminated by mutual consent on grounds of business efficiency,

additional annual pension of, in total (including any additional pension purchased by the Scheme employer under Regulation 16), not more than the additional pension limit (£6,500 from 1st April 2014 subject to annual increase in line with the Pensions (Increase) Act 1971).

Any additional pension awarded is payable from the same date as any pension payable under other provisions of the Scheme Regulations from the account to which the additional pension is attached.

In the case of a member falling within sub-paragraph (b) above, the resolution to award additional pension must be made within 6 months of the date that the member's employment ended.

Scheme Employer's policy concerning the award of additional pension

The Employing Authority resolves to use the scheme for awarding additional pension in cases of redundancy, efficiency of the service and severance, only in exceptional circumstances.

Local Government Pension Scheme (Transitional Provisions and Savings) Regulations 2014

Schedule 2 – paragraphs 2 and 3

Where a scheme member retires or leaves employment and elects to draw their benefits at or after the age of 55 and before the age of 60 those benefits will be actuarially reduced unless their Scheme employer agrees to meet the full or part cost of those reductions as a result of the member otherwise being protected under the 85 year rule as set out in previous Regulations.

So as to avoid the member suffering the full reduction to their benefits the Scheme employer can 'switch on' the 85 year rule protections thereby allowing the member to receive fully or partly unreduced benefits but subject to the Scheme employer paying a strain (capital) cost to the Pension Fund

Scheme Employer's policy concerning the 'switching on of the 85 year rule

The Employing Authority resolves not to adopt this discretion.

PART B – Formulation of RECOMMENDED policy in accordance with the

Local Government Pension Scheme Regulations 2013

Regulation 9(1) & (3) – Contributions

Where an active member changes employment or there is a material change which affects the member's pensionable pay during the course of a financial year, the Scheme employer may determine that a contribution rate from a different band (as set out in Regulation 9(2)) should be applied.

Where the Scheme employer makes such a determination it shall inform the member of the revised contribution rate and the date from which it is to be applied.

Scheme Employer's policy concerning the re-determination of active members' contribution bandings at any date other than 1st April

The Employing Authority has resolved to make changes to employee contribution rates throughout the year from the effective date of any change in employment or material change to the rate of pensionable pay received.

Regulation 17(1) – Additional Voluntary Contributions

An active member may enter into arrangements to pay additional voluntary contributions (AVCs) or to contribute to a shared cost additional voluntary contribution arrangement (SCAVCs) in respect of an employment. The arrangement must be a scheme established between the appropriate administering authority and a body approved for the purposes of the Finance Act 2004, registered in accordance with that Act and administered in accordance with the Pensions Act 2004.

The Scheme employer needs to determine whether or not it will make contributions to such an arrangement on behalf of its active members.

Scheme Employer’s policy concerning payment of Shared Cost Additional Voluntary Contributions

The Employing Authority has resolved not to adopt this discretion

Regulation 22 – Merging of Deferred Member Pension Accounts with Active Member Pension Accounts

A deferred member’s pension account is automatically aggregated with their active member’s pension account unless the member elects within the first 12 months of the new active member’s pension account being opened to retain their deferred member’s pension account.

A Scheme employer can, at their discretion, extend the 12 month election period.

Scheme Employer’s policy concerning merging of Deferred Member Pension Accounts with Active Member Pension Accounts

The Employing Authority has resolved not to extend the 12 month election period

Regulation 100(6) – Inward Transfers of Pension Rights

A request from an active member to transfer former pension rights from a previous arrangement into the Local Government Pension Scheme as a result of their employment with a Scheme employer must be made in writing to the administering authority and the Scheme employer before the expiry of the period of 12 months beginning with the date on which the employee first became an active member in an employment (or such longer period as the Scheme employer and administering authority may allow).

Scheme Employer’s policy concerning the extension of the 12 month transfer application period

The Employing Authority has resolved to examine such issues on a case by case basis

Regulation 21(5) – Assumed Pensionable Pay

A Scheme employer needs to determine whether or not to include in the calculation of assumed pensionable pay, any ‘regular lump sum payment’ received by a Scheme member in the 12 months preceding the date that gave rise to the need for an assumed pensionable pay figure to be calculated.

Scheme Employer’s policy concerning inclusion of ‘regular lump sum payments’ in assumed pensionable pay calculations

The Employing Authority has resolved that “Regular lump sum payments” will always be included in the calculation of assumed pensionable pay

Regulation 74 – Applications for Adjudication of Disagreements *(see guidance note 9 in employer’s guide)*

Each Scheme employer must appoint a person (“the adjudicator”) to consider applications from any person whose rights or liabilities under the Scheme are affected by:

- (a) a decision under regulation 72 (first instance decisions); or
- (b) any other act or omission by a Scheme employer or administering authority,

and to make a decision on such applications.

Responsibility for determinations under this first stage of the Internal Disputes Resolution Procedure (IDRP) rests with “the adjudicator” as named below by the Scheme employer:

Name: Tim Wheadon
Job Title: Chief Executive
Full Address: Time Square, Market Street, Bracknell
Post Code: RG12 1JD
Tel No: 01344 355609

Adjudicator’s Signature: _____

Date: _____

Or alternatively:

Name: Stuart McKellar
Job Title: Director of Resources
Full Address: Time Square, Market Street, Bracknell
Post Code: RG12 1JD
Tel No: 01344 355605

Adjudicator’s Signature: _____

Date: _____

APPENDIX B1 – EMPLOYER DISCRETIONS: INJURY ALLOWANCE

Formulation of COMPULSORY policy in accordance with Regulation 14 of the

Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011

Regulation 3 - Reduction in remuneration

Whilst an employee is receiving reduced pay as a direct result of an injury or disease contracted in the course of carrying out their employment, a relevant employer may consider paying the employee an allowance while the reduction in pay continues.

The relevant employer shall from time to time determine whether the employee should be entitled to continue to receive the allowance.

Any allowance payable must be paid directly by the relevant employer and, when added to the value of the reduced pay being received by the employee, must not be of a value that means the employee receives total pay in excess of the pay that they would normally expect to have received but for their injury or disease.

Employer's policy concerning the award of an allowance due to reduction in remuneration

The Employing Authority has resolved to examine such issues on a case by case basis in line with its existing Standing Orders.

Regulation 4 – Loss of employment through permanent incapacity

Where an employee ceases employment due to permanent incapacity as a direct result of injury or disease contracted in the course of carrying out their employment, a relevant employer may consider paying the employee an allowance not exceeding 85 per cent of the employee's annual rate of remuneration at the point the employment ceased.

The relevant employer shall from time to time determine whether the employee should be entitled to continue to receive the allowance.

Any allowance payable must be paid directly by the relevant employer and, where the employee was receiving no pay or reduced pay at the time the employment ended because of absence, the employer must assess the remuneration on the basis of the pay the employee would have received but for being absent.

The relevant employer may suspend or discontinue the allowance if the (former) employee secures gainful employment (paid employment for not less than 30 hours in each week for a period of not less than 12 months).

Employer's policy concerning the award of an allowance due to loss of employment

The Employing Authority resolves not to adopt this discretion.

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