

WIRRAL COUNCIL

COUNCIL EXCELLENCE AND OVERVIEW SCRUTINY COMMITTEE

16 MARCH 2011

SUBJECT:	EMPLOYEE PAY COSTS
WARD/S AFFECTED:	NONE
REPORT OF:	DIRECTOR OF LAW, HR AND ASSET MANAGEMENT
RESPONSIBLE PORTFOLIO HOLDER:	COUNCILLOR SIMON HOLBROOK
KEY DECISION? <i>(Defined in paragraph 13.3 of Article 13 'Decision Making' in the Council's Constitution.)</i>	NO

1.0 EXECUTIVE SUMMARY

- 1.1 This report provides a more detailed analysis on the payment of allowances and enhancements to employees, in addition to basic salary as requested by Council Excellence and Overview Scrutiny Committee on 18 November 2010 (Minute 67).

2.0 RECOMMENDATION/S

- 2.1 It is recommended that the Council Excellence and Overview Scrutiny Committee:
- (1) Note the range, detail and comparisons of allowances and enhancements which are paid over and above employee salaries and which are therefore within the scope of this review.
 - (2) Note that the review of the employee pay costs is a project within the Strategic Change Programme.

3.0 REASON/S FOR RECOMMENDATION/S

- 3.1 The purpose of the review of employee pay costs is for the Council to be aware of the costs paid to employees in addition to basic salary, so that the costs can be reviewed and managed appropriately.

4.0 BACKGROUND AND KEY ISSUES

4.1 Background

- 4.1.1 The pay and conditions for local authority employees are detailed in the Green Book: National agreement on pay and conditions of service for local
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government services. Part 2 of the Green Book contains the key national provisions, including nationally agreed allowance payments. Part 3 of the Green Book contains the key local provisions, including locally agreed allowance payments. A number of the Part 3 arrangements had been agreed as part of the harmonisation of terms and conditions in August 2008.

4.1.2 The amount of employee pay costs is shown below:

	2009/10 (£)	2010/11 projected (£)
Basic Pay	122,952,157	123,478,472
Additional Pay	7,321,653	6,296,075

4.1.3 A full list, including a description of each employee pay cost is attached at Appendix One.

4.1.4 The employee pay costs for Wirral, compared to those of other local authorities are available at Appendix Two.

4.2 Review of Additional Pay Costs

4.2.1 The measure introduced in 2010-2011 to reduce employee costs included:

- Improved management of additional hours and overtime, including the requirement for all requests to be authorised by the Chief Officer or a senior manager as nominated by the Chief Officer.

4.2.2 The review of employee pay costs is a project within the Strategic Change Programme.

4.2.3 The 2011/12 budget assumes the following reduction:

- £300,000 reduction in car mileage.
- £250,000 reduction in non-contractual payments due to voluntary leavers.

5.0 RELEVANT RISKS

5.1 The risks are identified as part of the review of employee pay costs project delivery.

6.0 OTHER OPTIONS CONSIDERED

6.1 N/A.

7.0 CONSULTATION

7.1 Consultation will take place as part of the employee pay cost project.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1 None arising from this report.

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

9.1 The implication will be established as part of the employee pay cost project.

10.0 LEGAL IMPLICATIONS

10.1 The Council will ensure that all statutory requirements are adhered to in relation to employee terms and conditions.

11.0 EQUALITIES IMPLICATIONS

11.1 There are no additional implications.

11.2 Equality Impact Assessment (EIA)

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|---------------------------------------|-----|
| (a) Is an EIA required? | No |
| (b) If 'yes', has one been completed? | N/A |

11.3 An EIA will be completed as part of the review of employee pay costs.

12.0 CARBON REDUCTION IMPLICATIONS

12.1 There are no carbon usage implications or other relevant environmental issues arising from this report.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 There are no planning and community safety implications arising from this report.

REPORT AUTHOR: **Chris Hyams**
Head of Human Resources and Organisational
Development
Telephone: 0151 691 8587
Email: chrishyams@wirral.gov.uk

APPENDICES

Appendix One: Description of employee pay costs
Appendix Two: Comparison of employee pay costs
Appendix Three: Employee pay banding

REFERENCE MATERIAL

Data on the payment of allowances to staff in addition to salary for 2009-2010 and 2010-2011 are attached at Appendix Three.

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Council Excellence Overview and Scrutiny	21 September 2010
Council Excellence Overview and Scrutiny	18 November 2010
