

		<b>Employment December 2010</b>	<b>Agenda Item No.</b>
<b>Title</b>		<b>Publishing of Senior Salaries</b>	
<b>For further information about this report please contact</b>		HR Manager	
<b>Service Area</b>		Chief Executive's	
<b>Wards of the District directly affected</b>		None	
<b>Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006</b>		No	
<b>Date and meeting when issue was last considered and relevant minute number</b>		n/a	
<b>Background Papers</b>		none	

<b>Contrary to the policy framework:</b>	No
<b>Contrary to the budgetary framework:</b>	No
<b>Key Decision?</b>	Yes
<b>Included within the Forward Plan? (If yes include reference number)</b>	No

<b>Officer/Councillor Approval</b>		
With regard to officer approval all reports <i>must</i> be approved by the report authors relevant director, Finance, Legal Services and the relevant Portfolio Holder(s).		
<b>Officer Approval</b>	<b>Date</b>	<b>Name</b>
Relevant Deputy Chief Exec		Andy Jones
Chief Executive		Chris Elliott
Section 151 Officer		Mike Snow
Portfolio Holder Leader		Cllr Doody
<b>Consultation Undertaken</b>		
<b>Final Decision?</b>		Yes
<b>Suggested next steps (if not final decision please set out below)</b>		

## 1. SUMMARY

- 1.1 The Government has made a commitment that there will be more transparency in publishing senior remuneration. The Information Commissioner has published guidance on how this can be achieved and makes it clear that senior public servants should expect a degree of scrutiny in this area.

## 2. RECOMMENDATIONS

- 2.1 The Employment Committee agrees the content that Council will publish
- 2.2 That this information is produced annually
- 2.3 That Members agree that any questions regarding to officers salary will be responded to by the relevant portfolio holder who in this instance will be the representative of the Council as an employer.

## 3. REASONS FOR THE RECOMMENDATION

- 3.1 This approach can only be possible if it has the backing of the political leaders of the Council.
- 3.2 It is regarded as best practice and recommended by the Coalition Government through the guidance produced by the Information Commissioner's office – see Appendix 1

## 4. ALTERNATIVE OPTION CONSIDERED

- 4.1 That the salary information of senior officers is not made public and this could be viewed as not being transparent and could lead to an increase in FOI requests

## 5. BUDGETARY FRAMEWORK

- 5.1 No impact on budgetary frameworks.

## 6. POLICY FRAMEWORK

- 6.1 Under the section on Government Transparency, the Coalition Agreement pledges:  
*'We will require public bodies to publish on line the job titles of every member of staff and their salaries and expenses of senior officials paid more than the lowest salary permissible in Pay Band 1 of the Senior Civil Service pay scale, and organograms that include all positions in those bodies'*

## 7. BACKGROUND

- 7.1 There is currently not a legal requirement to publish this information but it is highly recommended and the Information Commissioner has provided detailed information and guidance
- 7.2 The information is not meant to be a 'snap shot' in time or a 'one off' exercise but an on going transparency, so should be published annually. The details of salaries are already published in the Council's annual accounts.
- 7.3 Disclosure should only be to the extent necessary to fulfill a legitimate public interest; the Information Commissioner's office guidelines state:

*'To meet the second part of the policy requirement councils should aim to publish data on the scale of the local authority in terms of employment, expenditure and service responsibilities.'*

*Councils should aim to publish details of the accountabilities and responsibilities of senior roles. In the first instance these should be the Chief Executive and all first tier officers. It is up to the council to decide what should be provided but examples of information could include budget responsibility, staff under direct or indirect line management responsibility, job descriptions and person specifications'*

An example of the proposed format and details that are recommended that are publish is attached at Appendix 2.

- 7.4 Senior staff with more decision making responsibilities should expect greater scrutiny than junior staff with less responsibilities.
- 7.5 Those staff who are affected by this disclosure are: the Chief Executive, the Deputy Chief Executives and Heads of Service. They will be advised individually and given the opportunity to object to the publication; this will be reviewed on an individual case by case basis through the Council's grievance procedures.
- 7.6 Members need to understand that it is their responsibility to answer to any requests regarding this information and that the information is in respect of the salary and role and not regarding the particular officer in question.