



Broxtowe  
Borough  
COUNCIL

# **Pay Policy**

**2018 - 2019**

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# **PAY POLICY 2018 – 2019**

## **1. Introduction**

The Council is required to publish a Pay Policy Statement by 31 March each year in accordance with Section 38 of the Localism Act 2011. The purpose of this Statement is to set out the Council's guiding principles of its current reward system and increase accountability in relation to the total remuneration of its Chief Officers by enabling public scrutiny of that remuneration.

## **2. Main Principles**

This policy statement confirms the Council's on-going commitment to operate transparent pay systems, whilst recognising that its reward system must be affordable and at the same time support the requirement to provide excellent customer service in accordance with its corporate objectives.

The importance of managing pay fairly will mean that the Council will be able to:

- attract, motivate and retain appropriately talented people who make a positive contribution to improve the Council's performance and meet future challenges;
- reflect the market for comparable jobs, with skills and competencies required to meet agreed delivery and performance outcomes;
- appropriately reward and value employees for their work;
- operate within the provisions of Chief Officers' pay and conditions as set out in the Joint Negotiating Committee for Chief Executives and Chief Officers of Local Authorities;
- Operate within the provisions of the national agreement on pay and conditions of service as set out in the National Joint Council for Local Government Services.

## **3. Scope of the Policy**

Whilst this policy specifically covers those employees defined as a Chief Officer within Section 2 of the Local Government and Housing Act 1989, it also makes reference to other levels of employees within the organisation.

The term 'Chief Officer' referred to above and for the purposes of this pay policy statement includes:

- a. the Head of Paid service designated under section 4(1) of the Local Government and Housing Act 1989 (the Chief Executive);
- b. the Monitoring Officer designated under Section 5(1) of that Act (Monitoring Officer also Director of Legal and Planning);

- c. a statutory Chief Officer mentioned in section 2(6) of that Act (Section 151 Officer also Deputy Chief Executive);
- d. a non-statutory Chief Officer mentioned in Section 2(7) of that Act (one Director by virtue of reporting directly to the head of paid service);
- e. a Deputy Chief Officer mentioned in section 2(8) of that Act (all Heads of Service by virtue of reporting directly to statutory and non-statutory Chief Officers).

The Council has decided for completeness and transparency to publish information which includes all posts at Heads of Service / Deputy Chief Officer level. These roles are identified in the Chief Officers' Remuneration Table at appendix 4

#### **4. Evaluation of Roles at Broxtowe Borough Council**

In accordance with the national requirement for all local authorities to review their pay and grading frameworks to ensure fair and consistent practice, all job roles within the Council's structure up to but not including Head of Service level were taken through a comprehensive job evaluation process using the Greater London Provincial Council (GLPC) scheme with implementation of changes to pay and grading taking place on 1 March 2011.

The Council's pay framework for its Chief Executive, Chief Officers and Heads of Service was also considered and revised with changes implemented on 1 March 2011, with the grade for each role being determined by a consistent job evaluation process using the Hay scheme.

The Hay evaluation score awarded to each senior officer post is published on the Council's website.

The job evaluation process is now embedded within the Council's pay and grading systems and all senior officer roles continue to be evaluated using the Hay scheme for Chief Officers or the Greater London Provincial Council (GLPC) scheme for all other posts to ensure that pay rates are equitable and non-discriminatory. A Hay job evaluation scheme review of all senior officer roles was undertaken again during 2015.

#### **5. Broxtowe Local Pay Scale for Senior Officers**

The review of roles for Head of Service and Chief Officers during 2015 resulted in an increase from five to six pay grades within the Broxtowe Local Pay Scale for Senior Officers (BLPSSO).

The scale is increased in line with the annual national Joint Negotiating Committee pay award. The 2018-19 pay settlement is pending at the date of this report.

#### **6. Broxtowe Local Pay Scale for all Posts below Head of Service Level**

The Council also adopted a local pay scale (BLPS) for all posts below Head of Service level and this is shown, together with the relevant job evaluation points score for each grade, at appendix 2.

Whilst the Council has adopted a local pay scale for this group of employees, it continues to recognise the National Joint Council annual pay award.

## **7. Terms and Conditions of Employment for Chief Officers**

The terms and conditions of employment for Chief Officers are subject to collective agreements negotiated with the trade unions recognised by the Council. Agreements reached nationally are set out in the Scheme of Conditions of Service of the Joint Negotiating Committee for Chief Officers. In addition, the Council makes local agreements which are included within the Conditions of Service for Broxtowe employees.

### **i) Working Hours**

Working arrangements for Chief Officers are nominally one of 37 hours (for full time positions), however the seniority and nature of the posts will necessitate the working of additional hours for which there is no additional payment. The grading of the post takes account of the requirement to work outside of the normal working week.

### **ii) Whole-Time Service**

Chief Officers are required to devote their whole-time service to the work of the Council and should not engage in any other business or take up any other additional appointment without the express consent of the Council.

### **iii) Allowances**

Chief Officers are entitled to the reimbursement of one professional fee and one legal practising certificate (if appropriate). All Chief Officer posts hold designated car user status which entitles them to receive the current corporate car allowance rate attached at appendix 3.

### **iv) Leave Entitlement**

Annual leave entitlement for Chief Officers is 33 days increasing to 35 after 5 years local government service and 37 days after 10 years Broxtowe Borough Council service, plus 8 statutory days.

### **v) Sickness Entitlement**

Sickness entitlement for Chief Officers is in accordance with the provisions of the local government sickness scheme.

### **vi) Pension**

All Chief Officers are entitled to participate in the Local Government Pension Scheme.

## **8. Performance Related Pay/Bonus Scheme**

Broxtowe Borough Council does not operate a performance related pay or bonus scheme for Chief Officers.

Exceptional effort from employees can be rewarded by accelerating increments to a maximum of two within the grade band they occupy in any one year. The costs of accelerated increments have to be met from existing budgets.

## **9. Honoraria and Ex-Gratia Payments**

The Council operates an Honoraria and Acting Up Payments Policy, the application of which for Chief Officers requires prior Policy and Performance Committee approval.

## **10. Expenses**

In accordance with nationally agreed terms, the Council pays reasonable out-of-pocket expenses actually incurred.

## **11. Market Related Pay**

The grading structures that were introduced for all employees in 2011 were aimed at meeting the current and/or market position for most jobs. The Council does not currently operate a Market Supplement Policy.

## **12. Recruitment of Chief Officers**

In accordance with Standing Orders V/1 to V/7 within the Council's Constitution, where any vacancy occurs in the post of Chief Executive, Monitoring Officer, Chief Financial Officer (Section 151), Chief Officer or Deputy Chief Officer, the Council or a committee of the Council will determine whether to fill the vacancy or otherwise. The Council or committee will also approve an interview committee prior to the commencement of the recruitment process. The full details of the recruitment process can be found within the Constitution, available on the Council's website.

## **13. Remuneration of Chief Officers on Recruitment**

Recruitment to the Council will normally be to the first point of the relevant scale designated to the Chief Officer post or will reflect a level commensurate with a candidate's existing skills and experience in the job. This practice applies to all new employees at the Council.

## **14. Levels and Elements of Remuneration for each Chief Officer**

The table at appendix 4 provides a breakdown of the elements of remuneration for each Chief Officer at the Council.

## 15. Chief Officers Leaving Service

### i) Redundancy payments:

The Council's Redundancy and Re-organisation Policy applies equally to all employees across the organisation, including Chief Officers. The Council's policy operates in accordance with section 220 of the Employment Rights Act 1996. A week's pay is therefore calculated in accordance with the statutory maximum redundancy amount. Approval for any Chief Officer post under the Redundancy Policy must be given by Policy and Performance Committee.

In a report approved by Cabinet on 23 September 2014, a temporary enhancement of the Council's Voluntary Redundancy Scheme was again extended for the period 1 October 2014 and 30 September 2015 and further extended to March 2016. This was further extended to March 2017 and is still in force.

The temporary enhancement allows for successful VR applications to be based on actual week's pay rather than statutory entitlement at all levels of employee up to and including Chief Executive. The payback of any pension strain and redundancy costs must however be covered by savings within three years. The enhancement is aimed at making reductions in the workforce in order to help meet budget deficits.

The effectiveness of the scheme will be regularly monitored and reviewed by Policy and Performance Committee during 2018-19.

### ii) Severance Payments – Regulation 6 of the Local Government (Early Termination of Employment/Discretionary Compensation) (England and Wales) Regulations 2006.

The Council may apply discretion on the use of severance payments for employees leaving the Council where criteria such as ill-health retirement or early retirement cannot be met, for example termination on the grounds of efficiency, or where employees have long service and there is a financial and organisational benefit to the Council. Posts at Chief Officer level would need to be approved either by Policy and Performance Committee or full Council.

### iii) Flexible Retirement (Regulation 18, of The Local Government Pension Scheme) (Benefits, Membership and Contributions) Regulations 2007

The Council operates a flexible retirement scheme which is available for all employees to apply for, including Chief Officers, subject to the appropriate criteria being met. Under this policy Policy and Performance Committee is required to provide approval for posts at Chief Officer level.

The policy states that, other than in very exceptional circumstances, the Council will not waive the costs of early release of pension.

### iv) Early Retirement – Members of the Local Government Pension Scheme

Employees, including Chief Officers, may apply to the Council for consideration of early retirement if they are over the age of 55. Any pension and lump sum which may be payable has to be reduced by percentages decided by an actuary.



If, in the Council's opinion, there are grounds of compassion which are fair and justifiable. Any request by an employee (at any level) for the discretion to be exercised must clearly establish real and ongoing reasons to substantiate why the discretion should be allowed. The cost of approval must be given proper weight and all applications would be considered by Policy and Performance Committee.

v) Augmentation of Scheme Membership on Termination of Employment (Regulation 12, of The Local Government Pension Scheme) (Benefits, Membership and Contributions) Regulations 2007

Applications from officers at all levels (including Chief Officers) will only be considered under this discretion in circumstances that are exceptional or specifically determined by Policy and Performance Committee.

## **16. Additional Payments Made to Chief Officers – Election Duties**

The Chief Executive is nominated as the Returning Officer. In accordance with the national agreement, the Chief Executive is entitled to receive and retain the personal fees arising from performing the duties of Returning Officer, Acting Returning Officer, Deputy Returning Officer or Deputy Acting Returning Officer and similar positions which he or she performs subject to the payment of pension contributions thereon, where appropriate.

The role of Deputy Returning Officer may be applied to any other post and payment may not be made simply because of this designation.

Payments to the Returning Officer are governed as follows:

- for national elections, fees are prescribed by legislation;
- for local elections, fees are determined within a local framework used by other district councils within the county. This framework is applied consistently and is reviewed periodically by lead Electoral Services Officers within Nottinghamshire.

As these fees are related to performance and delivery of specific elections duties, they are distinct from the process for the determination of pay for Senior Officers. Proposals on fees for all staff employed in connection with elections are reviewed and approved by Policy and Performance Committee as and when appropriate. The current scale is attached at appendix 5.

## **17. Publication of and Access to Information Relating to Remuneration of Chief Officers**

The Council publishes information relating to the remuneration of its Chief Officers on its website and which it updates annually. The Council also publishes each year within its annual Statement of Accounts, the salary and fees of its four General Management Team members (Chief Executive, Deputy Chief Executive and S.151 Officer, Director of Legal and Planning and Monitoring Officer, and Director of Housing, Leisure and Property Services.

## **18. Definition of Lowest Paid Employee**

Changes to the Broxtowe Local Pay Scale (BLPS) were recommended by Cabinet on 30 July 2013 following consideration of issues relating to the 2013 pay award, the National Minimum Wage level and the Living Wage campaign rate. A collective agreement was subsequently achieved with the Council's recognised trade unions on the removal of spinal column points 1 to 7 within the lower pay grades of the BLPS. These changes did not affect the job evaluation points score of any jobs.

The lowest evaluated score in accordance with the GLPC job evaluation scheme remains the post of cleaner with 202 points and this falls within grade 2 of the Broxtowe Local Pay Scale of which there are 2 spinal column points.

On 1 January 2018 the salary difference between the lowest paid employee and the highest paid employee will be £92825.

The Council undertook a full review of the Broxtowe Local Pay Scale during 2016 in line with the Government's new National Living Wage rate. From April 2018 the new National Living Wage will be £7.83. The current minimum point on the Broxtowe Local Pay Scale is £7.80, spine point 10.

From April 2018 a two year pay offer has been made by the National Employers which incorporates a move to create some headroom from the National Living Wage. The minimum hourly rate for April 2018 would be £8.50 per hour and £9.00 per hour from April 2019. For the lower pay spine points this represents an increase of between 3.7% and 9.2%. For the rest of the scale the increase is 2% in each of the two years.

For National Employers this is expected to be an overall increase of 2.707% in the first year and 2.802% in the second with an overall increase over the two year period of 5.584%.

As the BLPS pay spine uses the maximum and minimums of the national pay spine some adjustment to the BLPS will be necessary. As grade 2 is the bottom grade and has only two spine points within it and that the bottom point will be £8.50 per hour, £16394 per annum, adjustments to grade 3 will be required to keep the incremental steps and grade boundaries in place. Removing the middle two points within grade 3 would achieve this and ensure that grade 2 and grade 3 both had two spine points within them. If this approach was adopted then the potential impact on Broxtowe pay costs would be similar to the figures above. Appendix 6 shows an illustration of this pay scale. Other more fundamental options could include single point grades and reducing the number of incremental points within the grades.

## **19. Ratio of Pay**

The ratio of the pay of the Council's top earner (Chief Executive) to that of its median earner is currently 5.26:1. This calculation of the pay multiple is based on base salary as at December 2017.

## **20. Relationship Between Remuneration of Chief Officers and Remuneration of Employees who are not Chief Officers.**

The Council implemented Single Status for all employees of the Council on 1 March 2011 following cabinet approval of a new pay and grading structure for Chief Officers on 10 March 2009 and all other employees on 29 June 2010.

The continuing evaluation of posts at all levels demonstrates non-discriminatory pay practices and that the Council pays equally for work of equal value.

### **21. Gender pay Gap**

Although Broxtowe Borough Council has produced Gender Pay Gap information for a number of years, from April 2017 this is now a mandatory requirement. The rate is now expressed as the difference by hourly rate of pay rather than full time equivalent annual pay as produced previously.

The gender pay gap is calculated as the average difference between male and female earnings as a percentage of male earnings.

Note: The mean is an average. It is the grand total divided by the number of data points. The median is the middle value in a sample sorted into ascending order. If the sample contains an even number of values, the median is defined as the mean of the middle two.

The Gender Pay Gap for 2016-2017 as published on Gov.uk and the Council's website by hourly rate is as follows:

<b>All Employees</b>		<b>All Employees</b>	
Mean male salary	12.1292	Median male salary	10.5220
Mean female salary	11.3248	Median female salary	10.5220
<b>Gender Pay Gap</b>	<b>6.63%</b>	<b>Gender Pay Gap</b>	<b>0.00%</b>
<b>Full Time Employees</b>		<b>Full Time All Employees</b>	
Mean male salary	12.4188	Median male salary	10.5220
Mean female salary	12.4202	Median female salary	10.5220
<b>Gender Pay Gap</b>	<b>-0.01%</b>	<b>Gender Pay Gap</b>	<b>0.00%</b>
<b>Part Time Employees</b>		<b>Part Time All Employees</b>	
Mean male salary	9.2587	Median male salary	8.4384
Mean female salary	10.4146	Median female salary	10.5220
<b>Gender Pay Gap</b>	<b>-12.48%</b>	<b>Gender Pay Gap</b>	<b>-24.69%</b>

The Council's Overview and Scrutiny Committee established a scrutiny review of the gender pay gap which was carried out by the People and Places Examination and Inquiry Group and resulted in a spotlight review being completed in Spring 2014. Members, Officers and representatives from Unison at both local and regional levels were involved in the process.

The conclusions of the review included the following:

- i) that the gender pay gap that exists at the Council was due to social and cultural reasons rather than through faults with the job evaluation process.
- ii) Job evaluation was a fair and transparent process. Systems and strategies were formulated with the input of councillors on the Job Evaluation Steering Group and progress was thoroughly monitored by Cabinet.
- iii) The system is stringently maintained to avoid the gender pay gap widening. Members stated that they were reassured that the responsible officers were competent and professional.

## **APPENDIX 1 – BROXTOWE LOCAL PAY STRUCTURE – FOR SENIOR POSTS EVALUATED USING HAY SCHEME.**

From April 2017

<b>Grade</b>	<b>HAY JE Points</b>	<b>SCP</b>	<b>Salary 2017/18</b>
<b>15</b>	<b>0-499</b>	<b>71</b>	<b>42,240</b>
		<b>72</b>	<b>42,813</b>
		<b>73</b>	<b>43,382</b>
		<b>74</b>	<b>43,820</b>
<b>CO1 HoS</b>	<b>500-629</b>	<b>75</b>	<b>43,186</b>
		<b>76</b>	<b>44,267</b>
		<b>77</b>	<b>45,342</b>
		<b>78</b>	<b>46,427</b>
		<b>79</b>	<b>47,502</b>
<b>CO2 HoS</b>	<b>630-759</b>	<b>80</b>	<b>48,987</b>
		<b>81</b>	<b>50,213</b>
		<b>82</b>	<b>51,438</b>
		<b>83</b>	<b>52,664</b>
		<b>84</b>	<b>53,886</b>
<b>CO3 Dir</b>	<b>760-939</b>	<b>85</b>	<b>64,458</b>
		<b>86</b>	<b>66,067</b>
		<b>87</b>	<b>67,686</b>
		<b>88</b>	<b>69,295</b>
		<b>89</b>	<b>70,904</b>
<b>CO3a Dir.</b>	<b>901-939</b>	<b>85a</b>	<b>72,944</b>
		<b>86b</b>	<b>74,984</b>
		<b>87c</b>	<b>77,025</b>
		<b>88d</b>	<b>79,065</b>
		<b>89e</b>	<b>81,105</b>
<b>CO4 DCEO</b>	<b>940-1119</b>	<b>90</b>	<b>82,516</b>
		<b>91</b>	<b>84,579</b>
		<b>92</b>	<b>86,643</b>
		<b>93</b>	<b>88,705</b>
		<b>94</b>	<b>90,763</b>
<b>CO5 CEO</b>	<b>1120+</b>	<b>95</b>	<b>95,167</b>
		<b>96</b>	<b>98,886</b>
		<b>97</b>	<b>102,600</b>
		<b>98</b>	<b>104,237</b>
		<b>99</b>	<b>107,882</b>

## APPENDIX 2 – BROXTOWE LOCAL PAY STRUCTURE – FOR POSTS EVALUATED USING THE GLPC SCHEME.

From April 2017

Grade	GLPC JE Points	SCP	Current Salary	Hourly
2	182 - 240	8		
		9		
		10	15057	7.8044
		11	15520	8.0444
3	241 - 285	12	15981	8.2834
		13	16443	8.5228
		14	16904	8.7618
		15	17021	8.8224
4	286 - 324	16	17455	9.0474
		17	17889	9.2723
		18	18323	9.4973
		19	18757	9.7223
5	325 - 365	21	19238	9.9716
		22	19660	10.1903
		23	20081	10.4085
		24	20503	10.6272
6	366 - 401	26	20979	10.8740
		27	21391	11.0875
		28	21803	11.3011
		29	22214	11.5141
7	402 - 439	31	22786	11.8106
		32	23257	12.0547
		33	23727	12.2983
		34	24197	12.5419

The top of grade 7 is the cut off point for overtime

Grade	GLPC JE Points	SCP	Current Salary	Hourly
8	440 - 469	36	24824	12.8669
		37	25310	13.1188
		38	25796	13.3708
		39	26281	13.6221
9	470 - 500	41	27149	14.0720
		42	27679	14.3468
		43	28210	14.6220
		44	28740	14.8967
10	501 - 533	46	29879	15.4871
		47	30466	15.7913
		48	31051	16.0946
		49	31636	16.3978
11	534 - 563	51	32468	16.8290
		52	33027	17.1188
		53	33585	17.4080
		54	34144	17.6977
12	564 - 593	56	34881	18.0797
		57	35480	18.3902
		58	36077	18.6997
		59	36676	19.0101
13	594 - 622	61	37518	19.4466
		62	38073	19.7342
		63	38627	20.0214
		64	39182	20.3091
14	623 - 653	66	39816	20.6377
		67	40260	20.8678
		68	40702	21.0969
		69	41146	21.3271
15	654 +	71	42240	21.8941
		72	42813	22.1911
		73	43382	22.4860
		74	43820	22.7131

## **APPENDIX 3 - CAR MILEAGE RATES**

### **From 01.08.14 onwards**

All designated car users receive the HMRC rate, currently 45p per mile

**APPENDIX 4 - CHIEF OFFICERS' REMUNERATION TABLE**

<b>Post</b>	<b>Salary Grade</b>	<b>Hay JE Score</b>	<b>Designated Car User Allowance</b>	<b>Professional Fees</b>	<b>BBC Pension Contribution</b>
Chief Executive	CO5	1292	Y	Y	14.4%
Director of Legal and Planning and Monitoring Officer	CO3	830	Y	Y	14.4%
Deputy Chief Executive and Section 151 Officer	CO4	1040	Y	Y	14.4%
Head of Finance Services	CO2	677	Y	Y	14.4%
Director of Housing, Leisure and Property Services	CO3a	904	Y	Y	14.4%
Head of Housing	CO2	732	Y	Y	14.4%
Head of Environment	CO2	732	Y	Y	14.4%
Head of Property Services	CO2	732	Y	Y	14.4%
Head of Neighbourhoods and Prosperity	CO2	702	Y	Y	14.4%
Head of Administrative Services	15	GLPC 466	Y	Y	14.4%
Head of Public Protection	CO2	702	Y	Y	14.4%



## **APPENDIX 5 – SCALE OF ELECTIONS FEES FOR LOCAL ELECTIONS**

These fees are effective from 1 April 2018.

### **Polling Station Staff Fees**

<b>Fee</b>	<b>Scale</b>
Presiding Officer Add 20% for 1st additional combined election and 10% for each combination thereafter	£208*
Poll Clerk Add 20% for 1st additional combined election and 10% for each combination thereafter	£128*
Polling Station Inspector	£208*
Training fee: face to face and test face to face or test only	£40* £20*
Delivery of training, fee per session	£150

\*These fees do not include travelling expenses, which are at the discretion of the Returning Officer. Councils may use casual user mileage rates as laid down by the N.J.C - 45 pence per mile (private vehicle) and 24 pence per mile (motor cycle) or 20 pence per mile (bicycle). Reasonable out-of-pocket expenses may be paid where public transport is used.

### **Count Staff Fees**

<b>Fee</b>	<b>Scale</b>
Deputy Returning Officer, for conducting the count and preparing or declaring the result, per hour	£25*
Count Supervisor per hour	£15* £18 – if overnight
Assistant Count Supervisor	£13.75* £16.50* – if overnight
Count Assistant per hour	£12.50* £15 – if overnight

Payment of additional fees for working overnight, to reflect unsociable hours, is at the discretion of the Returning Officer.

\*These fees do not include travelling expenses, which are at the discretion of the Returning Officer. Councils may use casual user mileage rates as laid down by the N.J.C - 45 pence per mile (private vehicle) and 24 pence per mile (motor cycle) or 20 pence per mile (bicycle). Reasonable out-of-pocket expenses may be paid where public transport is used.

## Postal Voting Staff Fees

<b>Fees for issue or receipt of Postal Votes</b>	<b>Scale</b>
Postal Vote Co-ordinator	£15
Postal Voting Supervisor per hour	£11.60
Postal Voting Assistant per hour	£9.05 £15 - evening

## Returning Officer Fees

<b>Fee</b>	<b>Scale</b>
Returning Officer's fee for the 1st 1,000 local electors within each ward for which an election is held	£102
Returning Officer's fee for each additional 1,000 electors or part thereof per ward	£34
Returning Officer's fee for an uncontested Election	£41.50
Returning Officer's clerical fee per 1,000 electors	£8.40
Returning Officer's fee for postal voting (issue and receipt)	£165

## Deputy Returning Officer and other Fees

<b>Fee</b>	<b>Scale</b>
Deputy Returning Officer's fee or Acting Deputy Returning Officer's fee for other duties (excluding count), eg: processing nominations	£160
General clerical staffing per 100 electors	£8.10
Poll card hand delivery per poll card	15p

### Notes

Additional fees may be paid to cover the actual and necessary costs incurred by the Returning Officer for all purposes including clerical assistance, in connection with the election not already included in this scale.

**APPENDIX 6 – POTENTIAL LOCAL PAY SCALES FROM  
APRIL 2018 – FOR ILLUSTRATION ONLY**

Grade / JE Points	SCP	BLPS 2017		BLPS 2018			BLPS 2019			
		Salary	Hourly	Inc. %	Salary	Hourly	New SCP	Inc. %	Salary	Hourly
Grade 2 182-240	8									
	9									
	10	<b>15057</b>	<b>7.8044</b>	8.88	<b>16,394</b>	8.50	1	5.92	<b>17,364</b>	9.00
	11	<b>15520</b>	<b>8.0444</b>	8.01	<b>16,763</b>	8.69	2	5.66	<b>17,711</b>	9.18
Grade 3 241-285	12	<b>15981</b>	<b>8.2834</b>	7.59	<b>17,194</b>	8.91	3	5.07	<b>18,066</b>	9.36
	13	<b>16443</b>	<b>8.5228</b>							
	14	<b>16904</b>	<b>8.7618</b>							
	15	<b>17021</b>	<b>8.8224</b>	5.27	<b>17,918</b>	9.29	4	2.00	<b>18,277</b>	9.47
Grade 4 286-324	16	<b>17455</b>	<b>9.0474</b>	5.17	<b>18,357</b>	9.51	5	2.00	<b>18,724</b>	9.71
	17	<b>17889</b>	<b>9.2723</b>	5.06	<b>18,795</b>	9.74	6	2.00	<b>19,171</b>	9.94
	18	<b>18323</b>	<b>9.4973</b>	4.43	<b>19,134</b>	9.92	7	2.00	<b>19,517</b>	10.12
	19	<b>18757</b>	<b>9.7223</b>	3.73	<b>19,457</b>	10.09	8	2.00	<b>19,847</b>	10.29
Grade 5 325-365	21	<b>19238</b>	<b>9.9716</b>	2.00	<b>19,623</b>	10.17	9	2.00	<b>20,015</b>	10.37
	22	<b>19660</b>	<b>10.1903</b>	2.00	<b>20,053</b>	10.39	10	2.00	<b>20,454</b>	10.60
	23	<b>20081</b>	<b>10.4085</b>	2.00	<b>20,483</b>	10.62	11	2.00	<b>20,892</b>	10.83
	24	<b>20503</b>	<b>10.6272</b>	2.00	<b>20,913</b>	10.84	12	2.00	<b>21,331</b>	11.06