

Public Agenda Pack



Notice of Meeting of

HUMAN RESOURCES COMMITTEE

Monday, 17 March 2025 at 14.00 pm

Luttrell Room - County Hall, Taunton TA1 4DY

To: The members of the Human Resources Committee

Chair: Councillor Theo Butt Philip

Vice-chair:

Councillor David Fothergill
Councillor Andy Kendall
Councillor Graham Oakes
Councillor Faye Purbrick
Councillor Tony Robbins
Councillor Sarah Wakefield

Councillor Mark Healey
Councillor Liz Leyshon
Councillor Emily Pearlstone
Councillor Leigh Redman
Councillor Mike Stanton
Councillor Tony Grimes

For further information about the meeting, including how to join the meeting virtually, please contact Democratic Services: democratic@somerset.gov.uk.

All members of the public are welcome to attend our meetings and ask questions or make a statement **by giving advance notice** in writing or by e-mail to the Monitoring Officer at email: democratic@somerset.gov.uk by **5pm on Tuesday, 11 March 2025**.

This meeting will be open to the public and press, subject to the passing of any resolution under the Local Government Act 1972, Schedule 12A: Access to Information.

The meeting will be webcast and an audio recording made.

Issued by, Alyn Jones, the Proper Officer on Friday, 7 March 2025

AGENDA

Human Resources Committee - 10.00 am Monday, 17 March 2025

Click here to join the online meeting (Pages 3 - 4)

1 Apologies for Absence

To receive any apologies for absence.

2 Minutes from the Previous Meeting (Pages 5 - 8)

To approve the minutes from the previous meeting.

3 Declarations of Interest

To receive and note any declarations of interests in respect of any matters included on the agenda for consideration at this meeting.

(The other registrable interests of Councillors of Somerset Council, arising from membership of City, Town or Parish Councils and other Local Authorities will automatically be recorded in the minutes: [City, Town & Parish Twin Hatters - Somerset Councillors 2023](#))

4 Public Question Time

The Chair to advise the Committee of any items on which members of the public have requested to speak and advise those members of the public present of the details of the Council's public participation scheme.

For those members of the public who have submitted any questions or statements, please note, a three minute time limit applies to each speaker and you will be asked to speak before Councillors debate the issue.

We are now live webcasting most of our committee meetings and you are welcome to view and listen to the discussion. The link to each webcast will be available on the meeting webpage, please see details under 'click here to join online meeting'.

5 Pay Policy Statement 2025/26 (Pages 9 - 24)

To consider and approve the annual Pay Policy Statement.

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Minutes of a Meeting of the Human Resources Committee held in the John Meikle Room, The Deane House, Belvedere Road, Taunton TA1 1HE, on Monday, 13 January 2025 at 2.00 pm

Present:

Cllr Theo Butt Philip (Chair)

Cllr Mark Healey

Cllr Liz Leyshon

Cllr Leigh Redman

Cllr Sarah Wakefield

Cllr Andy Kendall

Cllr Emily Pearlstone

Cllr Tony Robbins

Cllr Bill Revans

In attendance:

Councillor Bill Revans

Other Members present remotely:

Councillor David Fothergill

Councillor Bente Height

52 Apologies for Absence - Agenda Item 1

Apologies were received from:

Councillor Mike Stanton – substituted by Councillor Bill Revans

Councillor Bente Height

Councillor David Fothergill

Councillor Faye Purbrick

Councillor Graham Oakes

53 Declarations of Interest - Agenda Item 2

There were no declarations of interest declared.

54 Minutes from the Previous Meeting - Agenda Item 3

9th October 2024

It was resolved that the minutes of the Human Resources Committee held on 9th October 2024, being proposed by Councillor Andy Kendall and seconded by Councillor Sarah Wakefield to be a true record of the meeting.

(Vote: Unanimous)

11th November 2024

It was resolved that the minutes of the Human Resources Committee held on 11th November 2024, being proposed by Councillor Emily Pearlstone and seconded by Councillor Liz Leyson to be a true record of the meeting.

(Vote: Unanimous)

55 Public Question Time - Agenda Item 4

There were no public questions brought to the committee.

56 Health and Safety Policies - Agenda Item 5

Daniel Thomas, Strategic Manager, Health & Safety, presented the following reports and gave a summary on each one:

- Risk Assessment Policy
- Asbestos Policy
- Responsibilities Policy
- Reporting and Investigating Health and Safety Incidents Policy
- Hazardous Substances Policy

It was confirmed that:

- The policies would be available to Councillors through the health and safety portal and they would be reminded as part of the member training program through Democratic Services how to access the portal and any information available on the intranet. This was already live.
- A link to the policies would be shared with all Councillors as part of the internet page.
- Risks would continue to be monitored and all Service Directors would provide continuous feedback to those risks.
- 75% of staff across the organization had completed the mandatory Health & Safety training. This equated to only 1 in 4 staff having completed the training and it was agreed that this was concerning and should be checked by line managers.

Councillor Leigh Reman proposed to approve and confirm the policies listed below which was seconded by Councillor Emily Pearlstone:

- Risk Assessment Policy
- Asbestos Policy
- Responsibilities Policy
- Reporting and Investigating Health and Safety Incidents Policy
- Hazardous Substances Policy

(Vote: Unanimous)

Resolved to approve and confirm the following policies:

- Risk Assessment Policy
- Asbestos Policy
- Responsibilities Policy
- Reporting and Investigating Health and Safety Incidents Policy
- Hazardous Substances Policy

57 Human Resource Policies - Agenda Item 6

Sarah Welland, Service Manager HR Policy and Projects presented the Sexual Harassment Policy.

After deliberations surrounding the grievance and reporting procedures, the bullying and harassment policy and whistleblowing policy, the Service Manager HR Policy assured the committee that they would take the suggestions under advisement.

Councillor Emily Pearlstone proposed to approve the new Sexual Harassment Policy which was seconded by Councillor Sarah Wakefield.

(Vote: Unanimous)

RESOLVED to approve the new Sexual Harassment Policy.

58 Workforce Update - Agenda Item 7

Dawn Bettridge, Interim Service Director Workforce, presented the update by way of a slide presentation.

After deliberations surrounding the consultation period being long enough and discussions with trade unions happening on a weekly or biweekly basis which had resulted in no disagreements, the committee noted the update.

59 Committee Work programme - Agenda Item 8

After discussing the work programme and possible dates for an extraordinary meeting to review the pay policy statement before a Full Council meeting and the next scheduled Human Resources Committee meeting on 8th April, the committee noted the forward plan.

Possible dates would be discussed amongst the committee and an invite sent out once the date had been finalised.

(The meeting ended at 15:21)

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CHAIR

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Pay Policy Statement – 2025/26

Chair of Committee: Cllr Theo-Butt Philip, Lead Member for Transformation and Human Resources

Executive Member(s): Cllr The-Butt Philip, Lead Member for Transformation and Human Resources

Local Member(s) and Division(s) affected: ALL

Executive Director: Dawn Bettridge, Interim Service Director Workforce

Executive Summary

The report sets out proposed amendments to the Pay Policy Statement (PPS) for Somerset Council to be effective from 1 April 2025.

The amendments relate to:

- Changes to the Corporate Leadership Team (CLT) Structure under section 2 and references throughout.
- Addition of clarify on the legal definition of Chief Officer including deputy chief officer under section 3 and inclusion of deputy chief officer under section 4.3 and 12.
- Updated reference to regulations under section 6. Pay Data.
- Updated salary/pay data following the 2024/25 pay award confirmation under section 7, 8 and 9.
- Addition of clarity relating to professional subscriptions exceptions under 10.4.

The report acknowledges that in-year amendments will be required as the 2025/26 pay awards for the Chief Executive, Chief Officers, deputy chief officers and Green Book have yet to be agreed and is therefore, not reflected in the current policy.

Recommendations

The members of the HR Committee are asked to:

- 1. Having considered Appendix A to this report and noting that it will have effect from 1 April 2025, recommend that the Chief Executive submit the Pay Policy Statement for 2025-26, to Full Council for approval.**
- 2. Note that the Pay Policy Statement will require in-year amendments to reflect the 2025/26 pay awards once agreed.**

Reasons for Proposals

To ensure that the Council complies with the statutory requirement to publish a pay policy statement annually.

Section 38 (1) of the Localism Act 2011 requires English and Welsh local authorities to produce a PPS for each financial year which must be approved formally by Full Council. Pay policy statements can be amended 'in-year' should the need arise but only by Full Council.

Determination of any salary/cost of living progression for the Chief Executive and Chief Officers in the Corporate Leadership Team (formally known as the Senior Leadership Team) is undertaken by the HR Committee, subject to an annual review, as outlined in Somerset Council's Constitution.

Report Authors: Cherry Russell, Strategic Manager HR Business Partner.

Contact Details: Cherry.Russell@somerset.gov.uk

1. Background

- 1.1 It is a statutory requirement to review the Pay Policy Statement (PPS) annually and present it to Full Council for consideration and approval. The PPS takes effect from the beginning of the financial year. The PPS will need to go before Full Council before the end of March 2025 for approval to have effect from 1 April 2025.
- 1.2 The proposed amendments to the PPS (outlined at Appendix A), relate to changes in the Corporate Leadership Structure, clarification of legal definitions, updated senior salaries information, and salary/pay data following the 2024/25 pay award confirmation, and clarification of professional subscriptions
- 1.3 The Accounts and Audit Regulations 2015 (Schedule 1) and Local Government Transparency Code 2015 require local authorities to publish information about the Chief Executive and the statutory and non-statutory chief officer, which is outlined under paragraph 6 in the PPS. The updated senior salaries will be published on the Council external website. The pay and grading structure below the Corporate Leadership Team is outlined in Appendix A under appendix 1 of the PPS.
- 1.4 The PPS will require in-year amendments as the 2025/26 pay awards for the Chief Executive, Chief Officers and NJC Green Book have yet to be agreed and is therefore, not reflected in the current policy statement.

2. Links to Priorities and Impact on Service Plans:

Appropriate pay provisions for staff are fundamental to the delivery of the Council's objectives and services.

3. Other options Considered

No alternative options were considered in relation to the review of the PPS for 2025/26, this is a statutory requirement.

4. Scrutiny comments

None.

5. Consultations undertaken

- 5.1. Proposed amendments to the PPS for 2025/26 were circulated to the recognised trade unions for information and comment on Monday 16 December 2024, with a request for final responses by end of the day on 6 January 2025. No feedback has been received.
- 5.2. Updates on the Green Book NJC national pay negotiations for 2024/25 have been discussed with the recognised Trade Unions at the Joint Negotiation Forum in Somerset. Union members were consulted throughout 2024 as to their views on the pay offer and the recognised Unions conducted a national ballot. The national negotiations for Green Book 2025/26 pay award have not been agreed yet.

6. Financial, Legal and HR Risk Implications

- 6.1. The recommendations are intended to ensure that the Pay Policy Statement maintains an appropriate balance between rigorous governance of pay and reasonable flexibility for managers to manage.
- 6.2. The amended PPS meets the requirements of the Localism Act and related statutory guidance.
- 6.3. Any financial consequences come from decisions taken by the Council in accordance with the PPS in place at the time.
- 6.4. In terms of applying the requirements of the PPS to pay / grading / appointment and dismissal of staff including termination payments, the Council will follow all statutory and collectively agreed requirements that apply to local authority employers and employees.

7. Risk Assessment

- 7.1. Failure to comply with Section 38 (1) of the Localism Act could lead to a legal challenge to the Council and therefore it is important that the PPS reflects the Act, other relevant legislation and statutory guidance. The Council is required to have regard to statutory guidance and either comply with it fully or put in place appropriate alternative provisions.
- 7.2. If the Council fails to comply with the requirements of the PPS in respect of the appointment / dismissal of officers, then it could be subject to legal challenge.

8. Equalities Implications

The Council's duty under Section 149 of the Equality Act 2010 is to have "due regard" to the matters set out in relation to equalities when considering and making decisions. There are no

direct equality impacts associated with agreeing the PPS itself.

9. Background paper

- 9.1. Appendix A – proposed amended Pay Policy Statement 2025/2026 (attached separately)

Report assurance checklist ahead of report publication

	Officer Name	Date Completed
Acting Monitoring Officer	Alyn Jones	06/02/2025
Legal Implications	Jill Byron	20/02/2025
Finance & Procurement	Nicola Hix	20/02/2025
Workforce (*)	Dawn Bettridge	13/02/2025
Executive Member	Cllr Theo Butt Philip	28/02/2025

Somerset Council Pay Policy Statement 1st of April 2025

1. Purpose

This Pay Policy Statement (PPS) is provided in accordance with Section 38 (1) of the Localism Act 2011 and will be updated annually or in-year as required. It sets out Somerset Council's policies relating to the pay of its workforce (excluding schools' employees) for the year 2025/26; in particular, it includes:

- The methods by which salaries of all employees are determined.
- The remuneration of its Chief Officers and Deputy Chief Officers.
- The remuneration of its lowest paid employees.
- The relationship between the remuneration of its Chief Executive and other officers.
- Other specific aspects of chief officer remuneration such as levels and elements of such remuneration, remuneration on recruitment, increases and additions to remuneration, termination payments, and transparency.

2. Scope

The PPS covers the Corporate Leadership Team (CLT) as outlined in Part I 1 of the Constitution and deputy chief officers, including the following statutory roles at Somerset Council:

- a. The Chief Executive (Head of Paid Service)
- b. Chief Finance Officer (Section 151 Officer)
- c. Executive Director - Children, Families, and Education Service (DCS)
- d. Executive Director - Adult Services and Housing (DASS)
- e. Executive Director – Resources, Strategy and Transformation (Interim Monitoring Officer)
- f. Director of Public Health

And non-statutory roles:

- g. Executive Director – Community, Place and Economy Services

And additionally;

- h. Service Directors, and any other officer who reports or is directly accountable to the officers listed in (a) to (g) above.

3. Definitions

For the purpose of the PPS the following definitions will apply:

- 3.1. The Localism Act (section 43) defines remuneration widely. In this policy 'remuneration/pay', in addition to salary includes charges, fees, allowances, benefits in kind, increases in or enhancements to pension entitlement and termination payments.

3.2. The legal definition of 'Chief Officer' is set out in section 43(2) of the Act as follows:

- (a) the head of paid service designated under section 4(1) of the Local Government and Housing Act 1989;
- (b) the monitoring officer designated under section 5(1) of that Act;
- (c) the statutory chief officers mentioned in section 2(6) of that Act;
- (d) the non-statutory chief officers mentioned in section 2(7) of that Act;
- (e) the deputy chief officers mentioned in section 2(8) of that Act.

Note: section 2(9) of the 1989 Act provides that an individual who reports directly to the Chief Executive (Head of Paid Service), or a statutory or non – statutory chief officer but whose duties are solely secretarial or clerical or of a similar nature does not fall within section 2(8) definition of deputy chief officer.

3.3. The definition of 'lowest paid employee' is a fully competent employee undertaking a defined role and excludes apprentices who are undertaking approved training.

4. Accountability and decision making

4.1. In accordance with Part D.3 of the constitution of the council, the Human Resources (HR) Committee acts as the Council's Remuneration Committee for Chief Officer pay. In exercising this function, the HR Committee reviews at least on an annual basis the pay and grading structure of the Council (including CLT Officer grades and salaries) and makes recommendations for any changes considered necessary to Full Council by way of a revised PPS.

4.2. The PPS must be approved formally by Full Council each year by the end of March for the following financial year.

4.3. As outlined in Part I2 and I5 of the constitution of the Council, the Chief Executive as 'Head of the Paid Service', is responsible for the Council's Corporate Leadership Team and supporting officer structures. The Chief Executive has authority to approve changes to the terms and conditions of all chief officer and deputy chief officer posts specified in paragraph 2 above on the recommendation of the Appointments Panel and the Appointments Committee or on their own initiative and having obtained the agreement of the Leader of the Council. All decisions taken by the Chief Executive on such matters will be the subject of a formal Officer Decision which will be published on the Council's website as soon as it is confirmed.

4.4. Before making decisions in relation to the staffing structure or individual posts, the Chief Executive is required to consider:

- The views of the relevant Executive Member, the Chair of the HR Committee, and the Opposition Spokesperson, and as appropriate:
 - The outcome of job evaluation.
 - Any data/advice/evidence or views collated from appropriate sources, including: the Council's HR function; National and/or Regional Employers' Organisations; independent external pay data.
 - The needs of the business to recruit and retain senior officers.
 - The performance of individual CLT Officers.
 - The requirements of the PPS.
 - Fluctuations in the local and national job market.

5. Pay Principles

The key principles underpinning this PPS are:

Affordability – ensuring remuneration policies represent value-for-money for the taxpayer.

Fairness – ensuring remuneration policies are fair to all staff, ranging from the most senior post to the most junior post.

Meet Legislative Requirements – ensuring remuneration policies comply with all legal obligations, such as the Equal Pay Act

Market Facing – ensuring due regard is taken of the market, both nationally and locally in the Southwest, and that this policy is in-line with Councils of a similar size and / or in a similar labour market.

Tax Avoidance – ensuring that all remuneration arrangements comply fully with HMRC regulations.

6. Pay Data

The Council complies with Data Protection Act obligations and will only publish information about an individual officer's pay where it is required to do so by law.

In accordance with Schedule 1 of the Accounts and Audit Regulations 2015 and the Local Government Transparency Code 2015 to publish pay information about the Chief Executive and the statutory and non-statutory chief officers, the Council publishes pay information about the individual posts on its website and in the Annual Statement of Accounts. Only employees whose salaries are more than £150,000 must be named.

In relation to other senior officers of the Council, pay information is published on the Council's website relating to:

- Salaries of £50,000 or more by reference to total numbers within bands (grouped in bands of £5,000).

Details of remuneration and job titles of certain senior employees whose salary is at least £50,000 including role responsibilities (for example, the services and functions they are responsible for, budget held, and number of staff) and details of bonuses and 'benefits in kind', for all employees whose salary exceeds £50,000. The data detailed within the Pay Policy Statement reflects the pay award for 2024/25 as the 2025/26 pay award has not been agreed at the point of publishing this PPS.

7. Lowest Paid Employee

The lowest paid posts in the Council which include posts of Cleaner, Domestic Assistant, Distribution Assistant, and General Kitchen Assistant, are paid on national spinal point 2 with a salary of £23,656 as at 1st April 2024 (excluding the pay award for 2025/26)

8. Pay Multiples

The recommendation of the Hutton Report into "Fair Pay in the Public Sector", as recognised in the Local Government Transparency Code 2015, was that the Council should publish the pay ratio of the salary of the Chief Executive compared to the median average salary in the organisation.

The ratio of the pay of the new Council's median earner (£32,115) to that of its Chief Executive (£206,870) was 1:6.44 based on salaries at the end of November 2024.

Note: This figure excludes apprentices, casuals, and those on zero hours contracts.

9. Pay and Grading Structure

9.1. Grading and Job Evaluation

The grading structure reflects the need to continue to modernise, facilitate new ways of working, and ensure equal pay for work of equal value in a large and diverse organisation.

- Job evaluation is a consistent process used for determining the relative worth of jobs. The Council uses two schemes to evaluate jobs, covering virtually all employees, except centrally employed teachers and Soulbury staff, which are subject to national grading schemes. The Hay Scheme is used for the Chief Executive, CLT, and other senior/management posts from grade 8.
- The New Somerset Scheme, based on the Greater London Provincial Council scheme (formerly GLEA), is used for posts up to Grade 9. The relationship between pay at the lowest and highest levels is controlled by job evaluation. The job evaluation score is set within a pay structure and linked to the pay spinal column points which determines what posts are paid. The Greater London Provincial Scheme job families are used when matching roles.

9.2. Pay scales

- The Chief Executive and CLT pay, and cost of living progression is locally agreed and subject to annual review by the HR Committee.
- The Chief Executive current annual salary is £206,870 including the 2024/25 pay award.

9.2.1. Executive Director Pay Structure

The pay structure for Executive Directors has been agreed by the Appointments Panel for the posts, following benchmarking with other organisations and similar roles. Salaries are on a spot pay basis, within the following levels and are based on job evaluation outcomes and market comparisons.

- £132,225 - £153,750 (This includes 2024/2025 pay award)

9.2.2. Service Director Pay Structure

The following salary ranges have been agreed for Service Director posts, following benchmarking with other organisations and similar roles. These include 2024/25 pay award. They will be made on a spot rate basis, in line with Job Evaluation scores for the level.

Service Director Grade	Salary Range
SD1	£117,875 - £120,950
SD2	£112,750 - £117,875
SD3	£102,500 - £107,625

9.2.3. Staff Below Corporate Leadership Team Level

The Somerset Pay and Grading structure for staff below CLT and on Green Book terms and conditions incorporates National Pay Points up to spinal column point (scp) 38 and locally determined pay points above. The current pay and grading structure is shown at Appendix 1.

NJC for Local Government Services (Green Book) pay, terms and conditions apply to posts on Grades 17 to 4 inclusive. Annual pay awards are determined by national agreement. The 2025/26 pay award has not been agreed at this point of publishing this PPS.

Post holders on Grades 15 – 9 are eligible for annual incremental increases up the pay scale until they reach the top of their grade.

With effect from 1st April 2023 the lowest point on the NJC Green Book pay scale, spinal column point (SCP) 1 has been removed so the new lowest point will be SCP2. As an interim arrangement, Somerset Grade 17 will be merged with Grade 16 from this date and both grades will receive the spot salary aligned

to national spinal column point 2, while a review of the Council's Green Book pay, and grading structure is undertaken.

Post holders on Grades 4 – 8 (Strategic and Service Managers) have some localised terms and conditions. Each Grade (4 – 8) has a fixed spot salary and there is no incremental progression.

Staff who have transferred into Somerset Council under TUPE regulations, may be subject to different pay scales.

10. Other pay arrangements for Chief Officers

10.1. Performance related pay and bonuses

The Council does not operate a performance-related pay scheme and does not pay a bonus to any Council employees.

10.2. Allowances

Allowances are paid in line with NJC terms and conditions (Green Book), or by local agreements where relevant.

Any allowances paid to The Chief Executive, Executive and Service Directors or CLT Officers are disclosed in the Annual Statement of Accounts.

10.3. Election payments

No additional payments are made by the Council for election duties. This statement does not affect Chief Officers who receive separate payments that are recoverable from central government and others for returning officer and deputy returning officer positions.

10.4. Professional subscriptions

- The Council does not pay fees and subscriptions payable by the Chief Executive, CLT Officers, and other employees to professional qualification bodies and local government-based societies and associations, with the exception of qualified lawyers and for approved employee retention cases (approved by the Service Director HR and OD).
- Fees and subscriptions payable by the Chief Executive, CLT Officers and other employees, to associations that are inter-Council networking organisations (as distinct from subscriptions to professional bodies) should be reimbursed subject to individual cases being approved by the Chief Executive, Executive Director and Service Director – HR and OD, in consultation with the relevant Executive Member.

10.5. Recruitment and Retention Allowances

- External recruitment and internal retention problems are tackled by temporarily increasing the total pay awarded to a post, when it can be shown that the pay on the evaluated grade is significantly lower than competitors' rates of pay.
- The payment of an allowance is temporary and will not be renewed if a review finds evidence that demonstrates the payment of the allowance is no longer justified.
- An allowance forms part of an employee's pay (all the salary, wages, fees, and other payments paid to them for their own use in respect of their employment) and as such is pensionable. An allowance is expressed as a cash lump sum, pro-rata to the contracted hours, and is not subject to annual cost of living/inflation pay awards.

Approval of recruitment and retention allowances in respect of:

- Executive and Service Director posts (with the exception of the post of Chief Executive) shall be determined by the Chief Executive following consultation with the Leader of the Council and on the recommendation of the appropriate Appointments Panel in relation to new appointments.
- The post of Chief Executive will be agreed by Full Council.

11. Other Employment-Related Arrangements

11.1 Appointment of Agency Interims

- Where the Council is unable to permanently recruit officers at the most senior level, there could be a requirement for that substantive post to be covered by an interim appointment.
- The Council has various options to supply interims in adherence with relevant Procurement, Legal, and Financial Regulations.
- The Council has a requirement to assess the employment status of the interim prior to the recruitment of interims being approved. An interim's terms of employment and contract is direct with the supplier and not the Council.
- In respect of the appointment of interims to CLT. A business case to the Chief Executive will take into account:
 - Value-for-money for the taxpayer
 - The evaluated grade of the post to be covered
 - The public profile of the post
 - Risks to the Council
 - The labour market, both nationally and locally in the South West, for interims providing cover for similar posts in councils of a similar size.
- If the interim is below Chief Officer level and the proposed rate of pay is over £350 per day, the appointment will be subject to formal approval by the Resource Management Board (RMB) comprising the Executive Director Resources, Strategy and Transformation and Service Director Finance and

Procurement (deputy section 151 officer) and will be subject to review processes before extensions are agreed.

11.2 Pension

Subject to qualifying conditions, employees are eligible to join the Local Government Pension Scheme (LGPS). The Council has the ability to determine certain Local Government Pension Scheme Discretions. The Council's Pension Discretion Policy applies equally to the whole workforce and are subject to the approval of the HR Committee.

Employee pension contribution rates are defined by statute in accordance with the LGPS and employer contributions rates are set by Actuaries advising the Somerset Pension Fund and reviewed on a triennial basis to ensure the scheme is appropriately funded.

If the Council employs a Chief Officer already in receipt of a Local Government Pension Scheme pension, the Council will apply the normal pension abatement rules that apply to all employees (the combined pension and salary of their new post should not exceed the salary of their previous post).

A number of employees have transferred to the Council under a specific staff transfer arrangement which allowed them to continue membership of the NHS pension scheme. The Council makes contributions on their behalf and complies with Pension Legislation in respect of the NHS scheme.

11.3 Salary Protection

Protection will not apply to redeployed employees with less than two years local government service.

Salary protection arrangements for Chief Officers is one year frozen pay protection during which annual cost of living pay increases will be awarded. At the end of this period the substantive grade of the new post will be applicable.

Salary protection is in place to ease the financial implications on those being redeployed and does not extend beyond salary.

12. Termination payments

Chief Officers follow the same arrangements and policies for redundancy as applied to all other staff.

In exceptional circumstances to avoid or settle a claim or potential dispute, the Council may agree payment of a settlement sum on termination.

All cases must take account of all legal, financial, contractual, and other responsibilities.

A proposed financial settlement for an officer leaving the Council in excess of £100,000 must be agreed by a meeting of the Full Council, in accordance with the Localism Act 2011 and outlined in Part I5 para 3.3.4 of the constitution.



Aside from the provisions set out in Part 15 Officer Employment Procedures/Arrangements of the Council's constitution for the Chief Executive, chief officer and deputy chief officer posts, all other settlement payments on termination of the contract of a post require the approval of the relevant Senior Officer in line with HR Policy.

Appendix 1

Somerset Council Pay Scale April 2024					
SCP	Grade		Salary 01/04/24	Hourly Rate 01/04/24	SCC Spot Points
1	17		N/A	N/A	
2	17	16	£23,656	£12.26	
3	15		£24,027	£12.45	
4	15	14	£24,404	£12.65	
5		14	£24,790	£12.85	
6	13	14	£25,183	£13.05	
7	13		£25,584	£13.26	
8	13		£25,992	£13.47	
9	13		£26,409	£13.69	
10	13		£26,835	£13.91	
11	13		£27,269	£14.13	
12		12	£27,711	£14.36	
13		12	£28,163	£14.60	
14		12	£28,624	£14.84	
15		12	£29,093	£15.08	
16		12	£29,572	£15.33	
17		12	£30,060	£15.58	
18		12	£30,559	£15.84	
19		12	£31,067	£16.10	
20	11		£31,586	£16.37	
21	11		£32,115	£16.65	
22	11		£32,654	£16.93	
23	11		£33,366	£17.29	
24	11		£34,314	£17.79	
25	11		£35,235	£18.26	
26		10	£36,124	£18.72	
27		10	£37,035	£19.20	
28		10	£37,938	£19.66	
29		10	£38,626	£20.02	
30		10	£39,513	£20.48	
31	9	10	£40,476	£20.98	
32	9		£41,511	£21.52	
33	9		£42,708	£22.14	
34	9		£43,693	£22.65	
35	9	8	£44,711	£23.17	
36		8	£45,718	£23.70	
37		8	£46,731	£24.22	
38		8	£47,754	£24.75	SCC Spot Point

39	7	8	£48,826	£25.31	
40	7		£49,903	£25.87	
41	7		£51,034	£26.45	
42	7		£52,396	£27.16	
43	7		£53,392	£27.67	SCC Spot Point
44	7		£54,672	£28.34	
45		6	£55,983	£29.02	
46		6	£57,341	£29.72	
47		6	£58,711	£30.43	
48		6	£60,136	£31.17	
49		6	£61,589	£31.92	
50		6	£63,071	£32.69	SCC Spot Point
51		5	£78,168	£40.52	SCC Spot Point
52		4	£88,230	£45.73	SCC Spot Point

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