

Senior Pay review & Update of Pay Statement - Annual reviews

Department Ref: CCS/EIA00124/2016

Responsible Officer: Trevor Coxon

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Created By: Sue Robins

Created Date: 01 Mar 2016

Last Modified By: Sue Robins

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Completed By:

Completed Date:

Rationale

Why is it being considered?

It is a requirement to annually review the salary for senior management pay - Chief Executive, Executive Directors, Heads of Department.
It is a legal requirement to review the Pay statement annually to reflect decisions on Senior Pay and to also update in respect of other pay matters.

What need is being addressed?

To ensure appropriate pay structures are in place for the Senior management group.
To update the detail in the pay statement, reflecting the decision on senior management pay, and other legal requirements/salary levels updates.

Aim

What is the intended outcome of the proposal / policy?

To ensure the Authority has an up to date pay statement, that also reflects the annual decision in relation to senior pay.

How

How will it be delivered, by whom and by when?

A pay and reward panel, review Senior pay annually, in accordance with their terms of reference, during January for financial year. The pay statement is reviewed annually the next review is a light touch due January 2018, and is effective 1 April 2018.

Who

Who are the people likely to be affected by this proposal or policy?

Senior Management group, 10 posts - 4 female/6 male. 2017

Senior Management group, 10 posts - 3 female/6 male, 1 post vacant 2018.

How have you consulted with the people who are likely to be affected?

Communications have been sent to the Senior Managers affected by the proposal. The trade unions have received a copy of the updated pay statement.

Measures

How will you know when you have achieved your aims?

Recommendations have been agreed by Council

What are your measures / indicators of success?

N/A

Other Influences

Identify any other policy or decision [internal or external] that may affect your proposal.

No

Screening Tool				
	Q1. Could this proposal have a +ve or -ve effect on how functions are delivered to any of these groups?	Q2. Could this discriminate against any of these groups?	Q3. Could this proposal advance the equality of opportunity for these groups?	Q4. Could this promote good relations between these groups and the wider community?
Age CYP	No Impact	No Impact	No Impact	No Impact
Age Adults	No Impact	No Impact	No Impact	No Impact
Disability	No Impact	No Impact	No Impact	No Impact
Gender / Sex	No Impact	No Impact	No Impact	No Impact
Pregnancy & Maternity	No Impact	No Impact	No Impact	No Impact
Race / Ethnicity	No Impact	No Impact	No Impact	No Impact
Religion / Belief	No Impact	No Impact	No Impact	No Impact
Sexual Orientation	No Impact	No Impact	No Impact	No Impact
Marriage & Civil Partnership	No Impact	No Impact	No Impact	No Impact
Gender Reassignment	No Impact	No Impact	No Impact	No Impact
Carers	No Impact	No Impact	No Impact	No Impact
Poverty	No Impact	No Impact	No Impact	No Impact
Welsh Language	No Impact	No Impact	No Impact	No Impact

Screening Impacts			
Question	Type	Category	Description
1	No Impact	All	In 2016 there were no negative impacts on the protection groups, following the review for 2017/18 it is confirmed there are still not negative impacts on PC with the recommendation to make no change to pay.
2	No Impact	All	There have been no negative impact on the protected groups.
2	No Impact	Disability	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
2	No Impact	Gender / Sex	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
2	No Impact	Gender Reassignment	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
2	No Impact	Marriage & Civil Partnership	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
2	No Impact	Pregnancy & Maternity	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
2	No Impact	Race / Ethnicity	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.

2	No Impact	Religion / Belief	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
2	No Impact	Sexual Orientation	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
3	No Impact	Disability	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
3	No Impact	Gender / Sex	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
3	No Impact	Gender Reassignment	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
3	No Impact	Marriage & Civil Partnership	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
3	No Impact	Pregnancy & Maternity	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
3	No Impact	Race / Ethnicity	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
3	No Impact	Religion / Belief	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.
3	No Impact	Sexual Orientation	The pay statement principles and agreed pay structures are applied consistently across the posts in the workforce, regardless of the PCs.

Negative Effects

Evidence Documents

Pay statement
Pay and reward group remit
Council reports

Linked EIAs

Follow Up

Was any mitigation applied or was the proposal delivered as originally planned prior to the Equality Impact Assessment?

No

Were the intended outcomes of the proposal achieved or were there other results?

Were the impacts confined to the people you initially thought would be affected, or were other people affected? How?