

<b>CABINET</b>	AGENDA ITEM No. 8
<b>30 JUNE 2014</b>	<b>PUBLIC REPORT</b>

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**OUTCOME OF PETITIONS**

<b>R E C O M M E N D A T I O N S</b>	
<b>FROM : Directors</b>	<b>Deadline date : N/A</b>
1. That Cabinet notes the action taken in respect of petitions presented to Full Council.	

**1. ORIGIN OF REPORT**

1.1 This report is submitted to Cabinet following the presentation of petitions to Full Council.

**2. PURPOSE AND REASON FOR REPORT**

- 2.1 The purpose of this report is to update Cabinet on the progress being made in response to petitions.
- 2.2 This report is for Cabinet to consider under its Terms of Reference No. 3.2.3 – ‘To take a leading role in promoting the economic, environmental and social well-being of the area’.
- 2.3 The present petitions scheme is currently under review and a report will be presented to Cabinet, and subsequently to Full Council, in due course.

**3. TIMESCALE**

Is this a Major Policy Item/Statutory Plan?	<b>NO</b>
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**4. OUTCOME OF PETITIONS**

**4.1 Petition relating to parking issue/obstruction within Farriers Court against garage**

This petition was presented to full Council on 16 April 2014 by Councillor Nigel North and requested that the parking issues/obstruction within Farriers Court, associated with the operation of the garage, be looked at. The Council’s Network and Traffic Manager Director responded stating that there had recently been a letter of consultation issued to all residents of Farriers Court (and part of Bottolph Green) which sought views on the possible introduction of parking restrictions. Once the consultation closed, it would be determined how to take the matter forward and all residents who had responded, would be written to in due course.

**4.2 Petition objecting to the proposal to charge for the collection of brown bins**

This petition was presented to full Council on 16 April 2014 by Councillor Asif Shaheed and requested the Council ‘not’ to introduce a charge for the collection of garden waste (brown bins). There was concern that a charge would disadvantage poorer households, increase

the amount of waste sent to landfill and damage the city's aspirations to become the UK's Environment Capital. The Council's Strategic Partnership Manager responded stating that Councillors had already considered the proposal carefully, and weighed in the balance a number of comments that had been made directly to the Council, via social media and through the local paper, and decided by a vote of 29 to 21, in Full Council on 5<sup>th</sup> March 2014, to proceed with the plan as part of the budget as proposed by Cabinet.

This meant that a charge would be introduced for the service from 27 May 2014. Residents signing up by 20 May would pay £36, and thereafter the charge would be £39.

#### 4.3 **Petition opposing the recent decision of the Employment Committee on Directors pay**

This petition was presented to full Council on 16 April 2014 by a member of the public, Mr Darrell Goodliffe, opposing the decision made by the Employment Committee regarding the recent decision of the Employment Committee to award significant pay increases to Council Executives, which amounted to as much as £25,000 per year in some cases. It was felt that this was inappropriate in the current financial climate when the City Council was under severe financial pressure which had led to severe cutbacks in frontline services and the imposition of the recent charge on collection of residents' brown bins. It was therefore demanded that Peterborough City Council:

- i) Agree and publish a clear set of criteria which be used to judge executive pay awards;
- ii) Agree to adhere to a publicly published pay differential between lower and higher grades of Council employees; and
- iii) Conduct an immediate review of executive pay which had as its aim a reduction of the amount of money spent on the salaries of Council Executives.

The Council's Head of HR responded to each point as outlined below:

- i) Request to agree and publish publicly a clear set of criteria which is used to judge executive pay awards.

"In accordance with the Localism Act 2011, Peterborough City Council produces an annual pay policy statement, which is approved by Council each year before being published on the Council's website.

This sets out the Council's policy with regard to the remuneration of chief officers, the remuneration of the lowest paid employees and the relationship between these groups.

In accordance with the Pay Policy, Peterborough City Council engages the Hay Group to undertake the external and independent evaluation of job descriptions for senior manager roles. The total point score achieved through this independent evaluation process corresponds with a pay band on the Senior Management Pay Scale, details of which have also been published. Pay for senior managers is set in accordance with the attached Guidance Document on Setting Senior Manager Pay, which has also been published. Salaries for posts at Executive Director / Director / Assistant Director are set by the Council's Employment Committee. Salaries for all other senior managers are set by the Chief Executive.

Should a salary of over £100,000 be offered, this offer will be subject to scrutiny by Council, as set out in the Pay Policy Statement 2014/15.

Peterborough City Council therefore believes that the necessary frameworks are already in place to enable the fair and consistent determination of pay for senior managers and has already published this information in the interest of openness and transparency".

ii) Request to agree and adhere to a publicly published pay differential between lower and higher grades of Council employees.

“Whilst the Council does not adhere to a specific pay differential between the lowest and highest paid employees, it does review this information annually and publishes the results in the annual Pay Policy Statement.

As noted in the attached Pay Policy, the Localism Act requires the Council to state the relationship between the remuneration of chief officers and those who are not chief officers. The Hutton report was asked to explore the case for a fixed limit on pay dispersion in the public sector through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. Hutton concluded that this was not helpful, and that the most appropriate metric to track the pay dispersion across the organisation is the multiple of the remuneration of the Chief Executive to the average remuneration of the organisation’s workforce.

The Chief Executive’s remuneration is currently 10.78 times the remuneration of the lowest paid employees at Peterborough City Council”.

iii) Conduct an immediate review of executive pay which has as its aim a reduction in the amount of money spent on the salaries of Council Executives.

“The Council has recently undertaken a detailed and comprehensive review of senior manager pay with the assistance of the Hay Group, who are worldwide experts on pay and remuneration. As a result of this review, the senior manager pay scale was redesigned based on a market median position with a band width of +/- 10%.

A market median position was deemed to be appropriate for a medium-sized, unitary authority and the pay banding chosen by the Council’s Employment Committee was based upon local government and not-for-profit benchmark data. Employment Committee considered and rejected banding based upon comparison with the private sector, as this would have resulted in an equivalent senior manager being paid up to 20% more than on the selected pay scale. Furthermore, the benchmark data included national comparators rather than those from the London / South-East region only, as benchmarking solely against this region would have inflated the pay bands.

In undertaking this review and selecting this comparator benchmark data, you and the general public can be reassured that the Council is neither overpaying nor underpaying its senior managers. The +/- 10% band width provides the Council with the flexibility to attract and retain staff, providing the Council with the skilled and experienced resource base required to deliver its agenda.

It is important that staff are remunerated fairly for the work undertaken and to ensure this, Peterborough City Council applies the Hay Group Job Evaluation Method, to determine the relative value of each senior manager job within the organisation.

A review of senior manager job descriptions is currently being undertaken, following which each post will be re-evaluated by the Hay Group, to ensure that pay is being awarded fairly for senior managers at Peterborough City Council. It is possible that some individuals will receive less pay as a result of this process and it is also possible that staff who take on additional responsibilities are remunerated accordingly. (Please see the attached report, which provides further detail and has already been published.) With regard to your concerns regarding the pay awarded to the most senior Council executives as part of the senior management restructure, we note that the Council has referred this matter to Employment Committee for

further consideration. We would however like to note that the senior management restructure has achieved a saving of £687,553 to date with regard to senior manager salaries and it is expected that further savings will be achieved, as the aforementioned review is implemented”.

## **5. REASONS FOR RECOMMENDATIONS**

- 5.1 As the petitions presented in this report have been dealt with by Cabinet Members or officers, it is appropriate that the action taken is reported to Cabinet, prior to it being included within the Executive’s report to full Council.

## **6. ALTERNATIVE OPTIONS CONSIDERED**

- 6.1 There have been no alternative options considered.

## **7. LEGAL IMPLICATIONS**

- 7.1 There are no legal implications.

## **8. BACKGROUND DOCUMENTS**

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985)

- 8.1 Petitions presented to full Council and responses from officers.