



Council

North Tyneside Council

To All Members of the Council

Wednesday, 11 March 2020

You are hereby summoned to attend the Meeting of the Council of the Borough of North Tyneside to be held in **Chamber - Quadrant, The Silverlink North, Cobalt Business Park, North Tyneside, NE27 0BY at 6.00 pm on Thursday, 19 March 2020** for the transaction of the following business.

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1. **Apologies**
2. **To receive any Declarations of Interest**

You are invited to declare any registerable and/or non-registerable interests in matters appearing on the agenda, and the nature of that interest.

Please complete the Declarations of Interests card available at the meeting and return it to the Democratic Services Officer before leaving the meeting.

You are also invited to disclose any dispensation from the requirement to declare any registerable and/or non-registerable interests that have been granted to you in respect of any matters appearing on the agenda.

3. **Minutes of the meetings held on 16 January & 20 February 2020 (previously circulated)**
4. **Coronavirus (COVID-19) Update**

Members of the public are entitled to attend this meeting and receive information about it.

North Tyneside Council wants to make it easier for you to get hold of the information you need. We are able to provide our documents in alternative formats including Braille, audiotape, large print and alternative languages.

For further information please call 0191 643 5358.

Contact Officers

David Brown (0191) 643 5358

Paul Wheeler (0191) 643 5318

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To provide Council an update to the current position of the outbreak of Coronavirus.

5. **Motions**

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There are Four valid Motions on Notice, signed by at least three Members of the Council, have been received for consideration at this meeting.

6. **North Tyneside Council Pay Policy 2020/21**

7 - 26

To approve the Pay Policy statement for 2020/21 and authorise the publication of the Pay Policy on the Authority website.

7. **Chair's Announcements**

To receive any announcements by the Chair of Council.

8. **Elected Mayor's Announcements**

To receive any announcements by the Elected Mayor.

9. **Questions by Members of the Council**

27 - 28

There is One valid question on notice received for a response at this meeting.

Yours faithfully



Chief Executive

North Tyneside Council Report to Council 19 March 2020

Title: Motions

Notice has been received of the following motions from Members of the Council to be put to the Council meeting.

1. Motion signed by Councillors M Rankin, W Samuel and N Craven

Since 2011 North Tyneside Council has seen budget cuts of £127M, which has placed a huge strain on our ability to deliver the services our residents need whilst also balancing our budgets.

Recent analysis by the Local Government Association has found that proposed changes to the Local Authority funding formula, due to open for consultation in the spring, will take around £350M from disadvantaged communities and give huge funding increases to some of the wealthiest parts of the country. This is being done by a change to the formula to remove the special weighting which rightly recognises the higher costs Local Authorities in poorer areas incur through their work in managing poverty and deprivation.

The government proposals will have some irrational outcomes. Hampshire, which has 16 Conservative MP's out of a possible 18, would gain an additional £35M per year. Surrey Council, home to a further 11 Conservative MP's, would gain £25M. Northampton, which was bankrupted through years of financial mismanagement by the ruling Conservative administration, will get an additional £7.5M. The Prime Ministers own constituency will gain around £8M.

Yet North Tyneside, with some Wards having the high levels of deprivation and poverty in the country, is set to lose another £2M.

The idea that this is a 'fairer funding formula' is absurd. The Conservative promise to 'level up' the country has lasted three months.

This Council asks the Elected Mayor to oppose the Government's proposed Fair Funding Formula and to write to the Chancellor expressing our opposition, in the strongest possible terms, to the proposed change away from "deprivation linked" funding.

Legal Implications

There are no direct legal implications for the Authority arising from this motion.

Financial Implications

There are no direct financial implications arising from this motion.

There will be opportunities for the Authority to engage with the Government during the consultation phases of the Fair Funding Review which is due to take place this year. The Head of Resources will provide relevant information as appropriate, to ensure that the potential financial impact of funding

changes to the Authority are understood, and subsequent consultation responses are evidence based.

2. Motion signed by Councillors B Pickard, M Thirlaway and D Drummond

This council is concerned at the findings in the recent “Marmot Review 10 Years On report”. It states that life expectancy has failed to increase across the country for a decade and health inequalities have widened.

Since 2010 when the coalition government first put in place austerity policies, life expectancy has stalled. For the poorest people in the UK, it's starting to drop. The lowest life expectancy is in North East England.

If we are to halt this decline and start to reverse the effects of austerity on life expectancy, we will need long term investment in Public Health. The Public Health grant to North Tyneside has been cut since 2014 and the whole issue of Public health funding is in a state of confusion regarding its future.

This council requests the Mayor and cabinet to write to the government to request that they should reverse the real terms cuts in North Tyneside's Public Health grant, and provide additional funding in recognition of the gap in life expectancy between North and South and the gap between the deprived parts of the borough and the prosperous areas.

Legal Implications

There are no direct legal implications for the Authority arising from this motion.

Financial Implications

There are no direct financial implications arising from this motion.

The Authority is still waiting for confirmation of the Public Health funding for 2020/21.

3. Motion signed by Councillors A Newman, M Thirlaway and B Burdis

The government's policy of austerity has taken a significant toll on the residents of North Tyneside. Poverty rates have worsened across a number of measures, in response this council, at the previous council meeting, agreed to set up a poverty intervention fund with £1 million of funding to tackle poverty in North Tyneside.

Whilst it is commendable that the Mayor and cabinet have set up a poverty intervention fund, this council feels that the government should also take steps to deal with the effects of austerity.

We therefore request that the Mayor write to the Prime Minister and the Chancellor outlining the aims of the poverty intervention fund and ask that the Government matches our commitment and provides an additional £1million for the poverty intervention fund.

Legal Implications

There are no direct legal implications for the Authority arising from this motion.

Financial Implications

There are no direct financial implications arising from this motion.

4. Motion signed by Councillors C Davis, M Madden and G Madden

This Council:

(a) notes that:

In North Tyneside, there are 297 people (at 17/01/2020) seeking asylum in receipt of Section 95 support (Home Office support for people who have ongoing asylum claim);

(ii) since 2002, people seeking asylum have only able to apply for the right to work after they have been waiting for a decision on their asylum claim for over a year, and only if they can be employed into one of the narrow, highly-skilled professions included on the Government's Shortage Occupation List;

(iii) people seeking asylum are left to live on £5.39 per day, struggling to support themselves and their families, and left vulnerable to destitution, isolation, and exploitation.

(iv) the potential foregone economic gain for the UK economy of allowing people to work is estimated to be £42.4million via increased taxable income and reduced payments of accommodation/subsistence support.

(v) 71% of people polled agreed with the statement: "when people come to the UK seeking asylum it is important, they integrate, learn English and get to know people. It would help integration if asylum-seekers were allowed to work if their claim takes more than six months to process".

(b) believes that:

(i) people seeking asylum want to be able to work so that they can use their skills and make the most of their potential, integrate into their communities, and provide for themselves and their families.

(ii) restrictions on right to work can lead to extremely poor mental health outcomes, and a waste of potentially invaluable talents and skills both for the economy of North Tyneside and the UK.

(iii) allowing people seeking asylum the right to work would therefore lead to positive outcomes for those seeking asylum in North Tyneside and for the local and national economy.

(c) resolves to request the Elected Mayor to agree that the Council:

(i) join the Lift the Ban Coalition, which is campaigning to restore the right to work for everyone waiting for more than 6 months for a decision on their asylum claim.

(ii) Call on the UK Government to give people seeking asylum the right to work unconstrained by the shortage occupation list after they have waited six months for a decision on their initial asylum claim or further submission.

Legal Implications

There are no direct legal implications for the Authority arising from this motion.

Financial Implications

There are no direct financial implications arising from this motion.

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North Tyneside Council Report to Council Date: 19 March 2020

Title: North Tyneside Council Pay Policy 2020/21

Portfolio(s): Deputy Mayor	Cabinet Member(s): Councillor Bruce Pickard
Report from Service Area:	Resources
Responsible Officer:	Janice Gillespie, Head of Resources Tel: (0191) 6435701
Wards affected:	All

PART 1

1.1 Executive Summary:

The Localism Act 2011 requires all local authorities to prepare and publish a Pay Policy Statement by 31 March each year. The Act requires the statement to be approved by the full Council. The purpose of the Pay Policy Statement is to set out the Authority's policies on a range of pay matters relating to the workforce, including senior employees (known as Chief Officers).

The main part of the Pay Policy has not changed during the last 12 months. This is because negotiations for a new pay scale are continuing at a national level but agreement has not yet been reached. Any increases will be back dated to 1 April 2020 when they have been agreed. The pay multiple and the gender pay gap have been calculated as at 31 March 2019.

The Authority has a statutory duty to publish the Pay Policy Statement following the approval by the full Council.

1.2 Recommendation(s):

It is recommended that the full Council approves the Pay Policy statement for 2020/21 and authorises publication of the Pay Policy.

1.3 Forward Plan:

Twenty-eight days' notice of this report has been given and it first appeared on the Forward Plan that was published on 31 January 2020.

1.4 Council Plan and Policy Framework

This report does not directly relate to the priorities in the 2018/20 Our North Tyneside Plan.

1.5 Information:

1.5.1 Background

1.5.2 The Localism Act 2011 requires all local authorities to prepare and publish a Pay Policy Statement. This statement must set out each authority's policies towards a range of issues relating to its workforce, particularly its senior posts (known as Chief Officers) and its lowest paid employees. Pay Policy statements must be prepared for each financial year, approved by the full Council and then published.

What must be included in the Pay Policy Statement

1.5.3 The Localism Act sets out what must be included in the Pay Policy Statement. In particular the statement must include:

- The Authority's definition of senior posts and the reasons for adopting that definition, and
- The Authority's definition of lowest paid employees and the reasons for adopting that definition.

1.5.4 The Statement must also include information related to:

- The policy on remuneration of its Chief Officers including remuneration at recruitment, how pay is increased, the use of performance related pay and bonuses, termination payments and transparency,
- The policy on remuneration of its lowest paid employees, and
- The relationship between the remuneration of senior posts and that of other employees.

1.5.5 The Pay Policy Statement attached at Appendix 1 follows the approach agreed by the full Council in previous years. The statement complies with the requirements of the Localism Act 2011. It also takes account of the policies and processes that the Authority already has in place to manage decisions around recruitment, appointment and termination of Chief Officers and the publication of data on senior salaries to comply with the Transparency Code.

Member Involvement

1.5.6 The Localism Act requires Members to take a greater role in determining pay by ensuring that decisions in relation to pay are taken by those directly accountable to local people. Along with the Transparency Code, the Act's provisions are in place to ensure that communities have access to the information they need to determine whether remuneration, particularly senior employee remuneration is appropriate and commensurate with responsibility. In addition, the Act requires that policies on the pay and reward of the most senior employees are set clearly within the context of the pay of the wider workforce.

Accountability

1.5.7 Pay Policy Statements and any amendments to them must be considered by a meeting of the full Council and cannot be delegated to a committee or sub-committee. All decisions on pay and reward must comply with the current Pay Policy Statement.

Transparency

- 1.5.8 The Pay Policy must include information on the Authority's approach to the remuneration of Chief Officers. Remuneration includes salary (for Chief Officers who are employed) or payment under a contract for services (for Chief Officers who are self-employed), expenses, bonuses, and performance-related pay as well as severance payments.
- 1.5.9 The Act does not require authorities to use their Pay Policy Statements to publish specific numerical data on pay and reward. However, the Authority does publish data under the Transparency Code as well as the Accounts and Audit (England) Regulations 2018. Authorities are asked in the Statutory Guidance to consider the opportunity this presents to put that data within the context of the Authority's agreed policies and to provide the public with clear justification of how their money is being used appropriately in the pay and reward of senior staff.

Areas of change to the Pay Policy Statement for 2020/21

1.5.10 The following areas of the Pay Policy Statement for 2020/21 have been amended:

- The median average salary has moved from £22,401 per annum to £20,643. The pay multiple when rounded remains the same at 1:7

1.6 Decision options:

The following decision options are available for consideration by Council:

Option 1

Approve the Pay Policy Statement for 2020/21

Option 2

Not approve the Pay Policy Statement for 2020/21.

Option 1 is the recommended option.

1.7 Reasons for recommended option:

Option 1 is recommended for the following reasons:

The proposed Pay Policy Statement is a representation of how the Authority manages its current pay decisions and complies with the requirements of the Localism Act 2011.

1.8 Appendices:

Appendix: North Tyneside Council Pay Policy Statement 2020/21.

1.9 Contact officers:

Janice Gillespie, Head of Resources, tel 643 5701

Lisa Rankin, HR Manager Policy and Practice tel 07967 463036

Stephen Ballantyne, Legal Manager - Governance and Employment tel 643 5329

1.10 Background information:

The following background papers/information have been used in the compilation of this report and are available at the office of the author:

- (1) Localism Act 2011
- (2) Openness and accountability in local pay: Guidance under section 40 of the Localism Act – Department for Communities and Local Government February 2012.
- (3) Transparency Code – Department for Communities and Local Government February 2015.
- (4) Hutton Review of Fair Pay in the public sector March 2011.
- (5) Localism Act: Pay Policy Statements for Local Authority Chief Executives – Local Government Association and Association of Local Authorities Chief Executives (ALACE) November 2011.
- (6) Local Government and Housing Act 1989

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

2.1.1 The Authority must ensure that what is agreed in its Pay Policy Statement is applied in practice and where there are financial thresholds these must be adhered to.

2.2 Legal

2.2.1 The Localism Act 2011 requires a Pay Policy Statement to be prepared for each financial year and approved by the end of March each year by the Authority and published. The full Council meeting has responsibility for approving the Pay Policy Statement.

2.3 Consultation/community engagement

2.3.1 Internal Consultation

The relevant Cabinet Member and Elected Mayor and Senior Leadership Team have been briefed on the proposed Pay Policy Statement. The trades unions have also been consulted.

2.3.2 External Consultation/Engagement

The Pay Policy Statement is a description of what the Authority applies currently as part of its Constitution, and through HR policy and process. All have been through agreed consultation channels with managers and recognised trades unions.

As part of the requirements of the Localism Act any decisions on the pay and terms and conditions of employment of the workforce must be reflected in the annual pay policy statement. National agreements cover the pay and terms and conditions of employment of the workforce and any proposed changes to these agreements would be shared and

consulted on with the trades unions as part of an ongoing dialogue to comply with appropriate legal obligations on consultation.

2.4 Human rights

The proposals in this report support the Authority's adherence to the principles set out in the Human Rights Act.

2.5 Equalities and diversity

2.5.1 The proposals in this report support the Authority's approach to equality and diversity. The Authority's pay and grading structures are underpinned by job evaluation schemes, the outcomes of which have been subject to an equality impact assessment.

2.5.2 The use of a job evaluation scheme provides a systematic way of comparing and assessing individual jobs in an objective way to make sure that there is a fair and equal pay system in place which does not discriminate between male and female employees.

2.6 Risk management

2.6.1 The Proposals in Pay Policy Statement reflect the application of the Authority's job evaluation schemes and pay and grading structures. Any deviation from this could destabilise the pay and grading structure leading to inconsistencies and a risk of further equal pay claims against the Authority. In the last staff survey most employees stated that they perceived their pay to be fair.

2.6.2 Risks around pay and grading are managed through corporate risk management responsibilities.

2.7 Crime and disorder

The proposals in this report do not relate to crime and disorder.

2.8 Environment and sustainability

There are no environmental and sustainability implications arising directly from this report.

PART 3 - SIGN OFF

- Chief Executive X
- Head(s) of Service X
- Mayor/Cabinet Member(s) X
- Chief Finance Officer X
- Monitoring Officer X

- Head of Corporate Strategy and Customer Service



Pay Policy 2020-21

Date: March 2020 Author: HR Policy and Practice Manager



North Tyneside Council

1. Introduction

This is North Tyneside Council's (the Authority) annual Pay Policy for the period 1 April 2020 to 31 March 2021.

The purpose of the statement is to set the Authority's policies on a range of pay matters relating to the workforce. The Authority understands the importance of openness and transparency in setting pay which is fair, consistent and equitable across the workforce. It is also vital that the Authority can demonstrate value for money particularly around the role that senior leaders play in the organisation.

In accordance with the Localism Act 2011 the Authority is required to publish the pay policy for each financial year detailing:

1. The Authority's definition of senior posts
2. The Authority's definition of lowest paid employees
3. The relationship between the remuneration of senior posts and that of other employees.

In determining the pay and remuneration of all its employees the Authority will comply with all relevant employment legislation including the Equality Act 2010, the Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, the Agency Workers Regulations 2010 and where relevant the Transfer of Undertakings (Protection of Employment) Regulations 2006.

This pay policy statement has been approved at a meeting of the full Council and is available on the Authority's website. In line with the local government transparency code 2015 the Authority also publishes information related to the organisation and its salaries on its website.

2. Definitions of senior posts and lowest paid employees

For the purposes of this statement, the Authority considers its senior posts to be those with the definition of "Chief Officer" as set out in Section 43 of the Localism Act 2011.

A "Chief Officer" is defined as:

- the Head of Paid Service designated under section 4(1) of the Local Government and Housing Act 1989;
- the Monitoring Officer designated under section 5(1) of that Act;
- a statutory chief officer mentioned in section 2(6) of that Act; or
- a non-statutory chief officer mentioned in section 2(7) of that Act; or
- a deputy chief officer mentioned in section 2(8) of that Act.

The lowest paid employees are defined by the Authority as those employed on Grades 1 and 2 (excluding apprentices) as these are the first two grades on the Authority's pay and grading structure.

3. How pay is determined in North Tyneside Council

As stated in the Authority's Constitution the power to determine terms and conditions in North Tyneside Council rests with the full Council, unless determined nationally as detailed below.

The Authority uses nationally negotiated pay spines as the basis for its local pay structures. The pay scales currently in use in the Authority are set by the following:

- The National Joint Council for Local Government Services via the "Green Book" which includes senior salaries. Green Book pay scales are negotiated nationally and then implemented locally in the Authority following approval by the full Council.
- The Soulbury Committee via the "Blue Book" for posts such as Educational Psychologists and School Improvement professionals.
- The Joint Negotiating Committee for Craft Workers via the "Red Book"
- The Secretary of State via the National School Teachers' Pay and Conditions (Burgundy Book) and adopted through the Centrally Employed Teachers' Pay Policy for the small number of teachers employed by the Authority.
- The Authority's Chief Executive is paid in accordance with the terms of the national conditions of service covered by the Joint Negotiating Committee for Chief Executives. (Please note pay arrangements for senior posts/Chief Officers are detailed in Section 5.)
- All other Chief Officers are covered by the Joint Negotiating Committee for Chief Officers of Local Authorities. (Please note pay arrangements for senior posts/Chief Officers are detailed in Section 5.)
- Apprentices are paid the apprentice rate set by the Government.
- Any employee who has transferred into the Authority under the Transfer of Undertakings (Protection of Employment) Regulations 2006 will be paid according to their specific terms and conditions.

Employees on all terms and conditions will receive a pay award where this is negotiated nationally by the relevant negotiating committee.

The majority of North Tyneside Council employees are covered by the Green Book terms and conditions; the current pay scale is contained in Appendix A. This was approved by the full Council in March 2019. There will be a new pay scale effective from 1 April 2020, but this has not yet been agreed. Negotiations at a national level are continuing but agreement has not yet been reached. Any increases will be back dated to 1 April 2020 when they have been agreed.

Within the Green Book pay spine each grade consists of spinal column points (SCP) to allow for incremental progression, with the exception of Grades 1 and 2 which are single point grades.

For Grades 3 to 11 new appointments are made at the bottom of the grade with incremental progression through the grade on an annual basis until the top SCP of the grade is reached. In exceptional circumstances, and only if supported by clear objective evidence, appointment can be made to the mid or top of the grade. This could be appropriate for example where there is a difficulty in recruiting because the Authority salary is not competitive locally.

4. Process for grading posts

In order to determine which grade a new post is established on the Authority uses a job evaluation scheme for employees covered by Green Book terms and conditions which is implemented via a locally agreed Job Evaluation Process.

The Green Book Job Evaluation Scheme (operated via the Gauge System) is used for posts up to and including Grade 11. Posts are evaluated based on the knowledge, skills, demands and responsibilities required.

Where posts have been established at Grades 12 and above these have been evaluated using the Hay Evaluation Methodology. This considers the size and responsibility of the job role. The salaries for the posts are assigned using the North Tyneside Senior Pay Scale which is set out in Appendix A. These grades consist of spot salaries with no incremental progression.

5. Remuneration of senior posts – Chief Officers

As above the Authority's Chief Executive is paid in accordance with the terms of the national conditions of service covered by the Joint Negotiating Committee for Chief Executives. All other Chief Officers are covered by the Joint Negotiating Committee for Chief Officers of Local Authorities.

As set out above, all salary packages will accord with the requirements of the Authority's pay and grading structures and will depend on the outcome of an evaluation of a post's job role and responsibilities. The senior pay scale is set out in Appendix B.

Chief Officers can also be engaged under a contract for services as a contractor. The engagement of Chief Officers under a contract for services is the responsibility of the Authority's Cabinet.

In the procurement of a Chief Officer under a contract for services Cabinet will:

- comply with the Authority's Standing Orders in relation to contracts and any other requirements of the public procurement regime; and

- ensure that any engagement will not cost more than the annual salary, with the relevant on costs, of employing a Chief Officer in that role.

Where a Chief Executive or Head of Service is engaged under a contract for services by Cabinet, the Council will be informed of these arrangements.

6. Appointment of a Chief Officer

The appointment of individuals to the posts of Chief Executive, Director of Public Health and Head of Service is the responsibility of the Authority's Appointments and Disciplinary Committee. At appointment Chief Officers are appointed to the evaluated grade which consists of a spot salary. There is no incremental progression for a Chief Officer.

7. Increases and additions to a Chief Officers' remuneration

Increases to a Chief Officers remuneration will only apply in the following circumstances:

- a pay award agreed through national pay bargaining arrangements;
- a change to the role and its responsibilities warrants a change in grade through the agreed job evaluation process;
- there is evidence of a recruitment and/or retention problem, at which point the Market Supplement Policy will be applied in order to determine the appropriate payment;
- temporary additional duties and responsibilities warrant an honorarium or ex-gratia payment in line with agreed policy;
- where a Chief Officer is engaged under a contact for services in accordance with provisions of the contract and the public procurement regime.

8. Payments to Chief Officers for election duties

Fees for local election duties undertaken by Chief Officers on behalf of the Authority are included in their salaries.

Fees for the Returning officer and Deputies and other electoral duties are identified and paid separately for elections to Parliament and other electoral processes such as referenda.

9. Performance related pay and bonuses

The Authority does not apply any performance related pay scheme or bonuses for its Chief Officers.

10. Termination payments

The Authority has agreed policies and procedures in place that apply to any Chief Officer leaving the Authority's employment by way of early retirement, redundancy (voluntary or otherwise) or on the grounds of efficiency of service.

Chief Officers who cease to hold office or be employed by the Authority will receive payments calculated using the same principles as any other employee. This is based on their contract of employment, nationally agreed terms and conditions and existing Authority policies.

Chief Officers who cease to be engaged under a contract for services will receive any monies due to them in accordance with the provisions of the contract for services.

11. Re-engagement of Chief Officers previously employed by the Authority.

Chief Officers who leave the Authority under the Restructure and Redundancy procedure will not be re-employed by the Authority in any capacity without the approval of the Appointments and Disciplinary Committee.

12. Contracts for Services and IR 35

In some circumstances, for example where there is a need for interim support to provide cover for a substantive post, the Authority will consider if it is necessary to engage individuals under a 'contract for service'.

These are sourced through an appropriate procurement process ensuring that the Authority is able to demonstrate the maximum value for money in securing the relevant service.

In accordance with the IR35 rules which determine off payroll working rules for clients, workers and their intermediaries, where a worker is engaged via an intermediary personal service company, the responsibility for assessing their income tax and national insurance liability lies with the Authority, along with responsibility for deducting and paying the correct income tax.

13. The relationship between Chief Officers and lowest paid employees

The pay for the Authority's lowest paid employees (which are all covered by Green Book terms and conditions) and that of the Authority's Chief Officers is determined by the job evaluation process.

The pay multiple for the Authority is determined by comparing the remuneration for the highest paid employee against that of the median average earnings for the organisation as a whole. The pay multiple for the Authority is 1:7. This is based on median average earnings of £20,643.36. This pay multiple is the same as the previous year.

14. Gender pay gap

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. Public Sector employers with over 250 employees must report the following gender pay gap information:

- The overall 'mean' and 'median' gender pay gaps and the 'mean' and 'median' bonus pay gaps;
- The number of male and female employees in each pay quartile; and
- The proportion of male and female employees in receipt of a bonus.

The report on the above data is included at Appendix C.

15. Legislative changes

Exit payments

The Government's proposed framework to limit public-sector exit payments proposes a £95,000 individual cap. The implementation of the cap is subject to further consultation and the entitlement to exit payments and unreduced pensions is to be reviewed by the Government. The outcome of this further consultation has not yet been published.

Repayment of Public Sector Exit Payments Regulations

The Government's proposed regulations for repayment of exit payments are not yet in place and there is currently no date for implementation. These require any employee or office holder earning £80,000 or above per annum to repay any exit payment they received (in full or part as set out in the regulations), if they then return

to a similar role in another local authority or local government body within 12 months. This applies if the new role is either on or off payroll.

This requirement can only be waived in exceptional circumstances and by a decision of the full Council.

The Pay Policy Statement will be amended, following its consideration by the full Council, to reflect any changes in legislation or otherwise introduced by the Government on exit caps and the recovery of exit payments.

16. Review and Publication

This policy statement will be reviewed annually and, following approval by the full Council, published on the Authority's website together with the Gender Pay Gap report.

Appendix A

North Tyneside Council Salary Scales

SCP	Salary	Salary Scale
1	17,364	Grade 1
2	17,711	Grade 2
3	18,065	Grade 3
4	18,426	
5	18,795	Grade 4
6	19,171	
7	19,554	Grade 5
8	19,945	
9	20,344	
10	20,751	Not Used
11	21,166	
12	21,589	Grade 6
13	22,021	
14	22,462	
15	22,911	
16	23,369	Not Used
17	23,836	
18	24,313	
19	24,799	Grade 7
20	25,295	
21	25,801	
22	26,317	
23	26,999	Grade 8
24	27,905	
25	28,785	
26	29,636	
27	30,507	
28	31,371	Grade 9
29	32,029	
30	32,878	
31	33,799	
32	34,788	
33	35,934	Grade 10
34	36,876	
35	37,849	
36	38,813	
37	39,782	
38	40,760	Grade 11

39	41,675	
40	42,683	
41	43,662	
42	44,632	
43	45,591	
44	46,396	Grade 12
45	47,874	
46	49,463	
47	51,050	Grade 13
48	52,858	
49	55,707	Grade 14
50	58,829	Grade 15
51	62,224	Grade 16
52	66,168	Grade 17
53	70,496	Grade 18
54	75,590	Grade 19
55	82,652	Grade 20
56	86,061	Grade 21
57	89,635	Grade 22
58	93,477	Grade 23
59	97,536	Grade 24
60	101,812	Grade 25
61	106,359	Grade 26
62	127,357	Not used
63	153,890	Grade 28

North Tyneside Council Senior Salary Pay Scale

Job Role	Grade (Spinal Column Point)	Salary (per annum)
Chief Executive	Grade 28 (63)	£153 890
Head of Service	Grade 22 (57) to 26 (61)	£89 635 to £106 359
Senior Managers	Grade 12 (44) to Grade 21 (56)	£46 396 to £86 061
	Grade 11 (38 – 43)	£40 760 to £45 591

Gender Pay Report

Introduction

All public sector employers are now required by law to publish information every year about gender pay gaps within their workforce. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017.

The regulations require employers to publish a report based on a snapshot date of 31 March. Employers have 1 year in which to publish the report.

As at 31 March 2019 the Authority workforce profile comprised of 65% female and 35% male.

The report below sets out North Tyneside Council's calculations in relation to:

- The mean gender pay gap in hourly pay
- The median gender pay gap in hourly pay
- The proportion of males and females in each pay quartile

The mean is the average hourly rate of pay, calculated by adding the hourly pay rate for employees then dividing by the number of employees.

The median is the middle hourly pay rate, when the pay rates are arranged in order from lowest to highest.

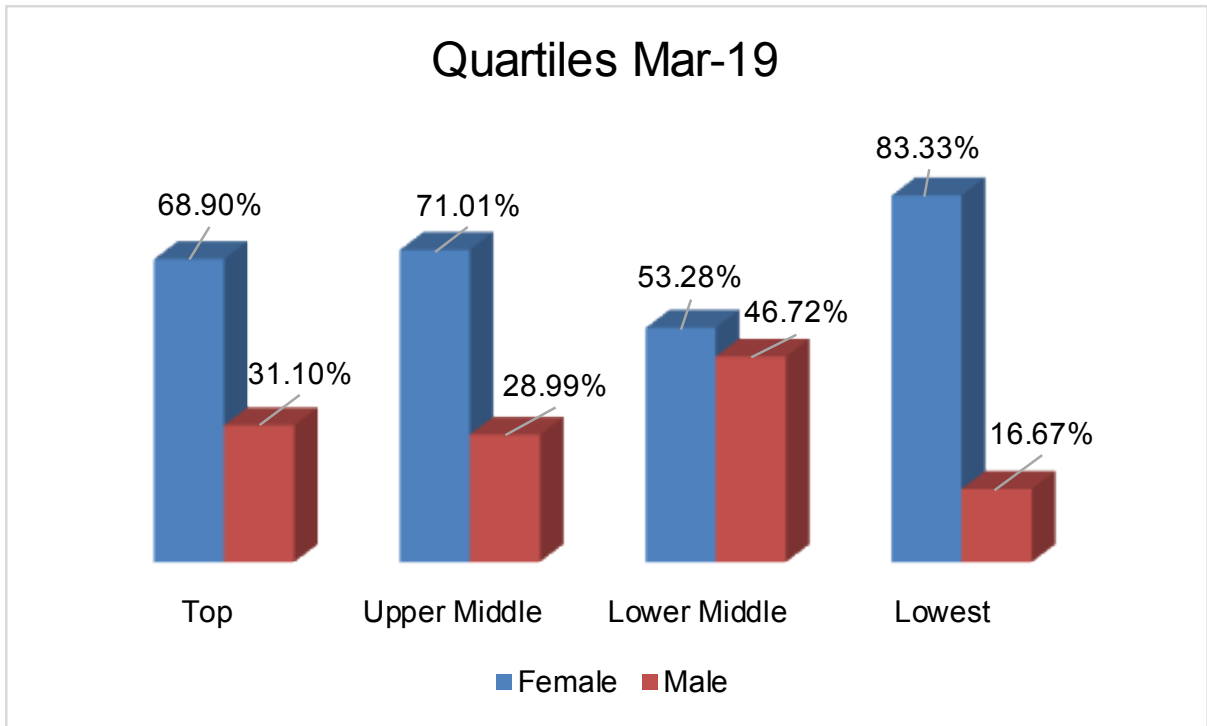
The table below shows overall mean and median gender pay gap based on hourly rates of pay.

The Authority does not pay any bonuses.

The gender pay gap as at 31 March 2019

	Mean	Median
Hourly fixed pay	5.32%	-0.02%
Bonus paid	N/A	N/A

The proportion of males and females in each quartile



The Authority's gender pay gap information is published on the Government website (gender-pay-gap.service.gov.uk) and will be supported by a narrative explaining the position in the Authority and an action plan to address the gender pay gap.

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North Tyneside Council Report to Council 19 March 2020

Title: Questions by Members of the Council

Notice has been received of the following questions from Members of the Council to be put to the Council meeting.

1. Question to the Elected Mayor by Councillor Judith Wallace

"The response to a recent Freedom of Information request estimated that the Police have been called to the Customer First Centres in Whitley Bay, Wallsend and North Shields on a number of occasions in the last six years and stated that 4 members of staff have been assaulted in the current year.

The Minutes of the Cultural Services Meeting held on 29th March 2019 record, under Health and Safety, "If we want to go down a security route we have to do it ourselves.....the team discussed how antisocial behaviour is an issue everywhere. The Police response is that we are a large enough organisation to put measures in place ourselves."

In view of this worrying situation, can the Elected Mayor assure us that the Council will employ security personnel at Whitley Bay , North Shields and Wallsend Customer First Centres in order to protect council officers and members of the public and that anyone behaving in a violent , abusive or threatening manner in these Centres will be excluded permanently?"

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