

Lancaster City Council – Pay Policy Statement - Policy on other aspects of Chief Officer Remuneration (2016 – 2017)

Activities	Arrangements / Council Policy
Recruitment	The post will be advertised and any appointment made at the approved salary for the post, unless there is good reason that the Council will not be able to secure the appointment at that level and unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the Council's policy and any variation will be approved through the appropriate Council decision making process.
Progression within Pay Grade	The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The Council will also apply any pay increases that are as a result of Council decisions to significantly increase the duties and responsibilities of the post in question beyond the normal flexing of duties and responsibilities that are expected in senior posts.
Additions to Pay	The Council will not make any payments beyond those defined in the contract of employment
Performance Related Pay	The Council does not operate performance related pay
Earn – Back (Withholding an element of Basic Pay)	The Council does not operate an earn-back pay scheme The system of performance management is sufficiently robust to ensure high levels of performance from its senior officers. Any areas of under-performance are addressed rigorously.
Re-employment	An employee who is dismissed on redundancy grounds, and received a voluntary (enhanced) redundancy payment, may be considered for re-employment to posts within the Council after a period of one calendar year has elapsed since the date of termination of employment. If an employee is dismissed on compulsory redundancy grounds he/she may be considered for re-employment to any post within the Council after the minimum statutory period of four weeks has elapsed.