

North Somerset Council

REPORT TO THE COUNCIL

DATE OF MEETING: 19TH FEBRUARY 2019

SUBJECT OF REPORT: REVENUE BUDGET UPDATE & COUNCIL TAX SETTING FOR 2019/20

TOWN OR PARISH: ALL

OFFICER/MEMBER PRESENTING: COUNCILLOR NIGEL ASHTON, LEADER OF THE COUNCIL

KEY DECISION: N/A

RECOMMENDATIONS

That Council;

1. Approves the 2019/20 net revenue budget for North Somerset Council services of £153.976m; and the Council Tax Requirement of £158.828m being the value including town and parish council precepts, as set out in Appendix 1.
2. Approves the directorate gross income and expenditure budget allocations as detailed in the body of the report and as set out in Appendix 1.
3. Approves the council tax charges for 2019/20 in accordance with the formal Resolution as set out in Appendix 2, which provides for an average Band D council tax charge in respect of North Somerset Council services for 2019/20 of £1,377.50, plus special expenses, where such charges apply, giving an overall charge of £1,378.50.
4. Approves the refreshed Pay Policy for 2019/20 in accordance with the details set out in Appendix 5.

1. SUMMARY OF REPORT

The report provides details of the final revenue budget for 2019/20 and sets out the framework required to report the recommended levels of council tax for the area of North Somerset Council for the financial year 2019/20.

2. POLICY

The Local Government Finance Act 1992 (Section 30) requires the Council to set a balanced budget before the 11 March in the financial year, preceding the year-ahead. The budget must be supported by detailed estimates of its expenditure for the coming year and of the resources

that will be available to meet this expenditure. The resources not only include income from rents, fees and charges and any available balances, but also external grant income and collection fund precepts.

Section 40 of the 1992 Act requires all major precepting authorities to issue a precept on the Collection Fund before 1 March in the financial year, preceding the year-ahead.

As the billing authority for the area of North Somerset, the Council is required to set a council tax for each category of dwelling in its area, for the financial year commencing on 1 April 2018.

The Localism Act 2011 made significant changes to the Local Government Finance Act 1992, and requires the billing authority to calculate a Council Tax Requirement for the year.

The Local Audit and Accountability Act 2014 further amended The Localism Act 2011 and requires that levies are included in the calculation of the 'Relevant Basic Amount' which determines whether council tax has risen sufficiently to trigger a referendum.

3. DETAILS

3.1 Proposed Revenue Budget 2019/20

A report on the council's draft revenue budget 2019/20 was considered by the Executive at its meeting on the 5 February 2019.

The draft revenue budget, excluding the town and parish council precepts, totalled £153.976m, and was fully financed by resources thereby presenting a balanced budget for the forthcoming financial year.

Members will recall that the resources included within the draft revenue budget reflected the council's funding allocations as detailed within the provisional local government finance settlement, which were released in December 2018.

The report also recommended that Council increase council tax by 2.75% in 2019/20 to help meet the increasing demand and costs of front-line council services.

3.2 Final Local Government Finance Settlement

The finance settlement broadly comprises of the Revenue Support Grant, New Homes Bonus as well as other specific grant funding allocated by the government and is also used to confirm the council tax referendum principles for the year ahead.

An indicative or provisional settlement is issued in December each year, with the final settlement being debated in Parliament in January or February.

The Parliamentary debate on the final settlement occurred on 5 February 2019 and all of the resource allocations for North Somerset remained unchanged, as have the council tax thresholds and capping limits.

Appendix 1, which provides a summary of the final revenue budget for 2019/20, together with the associated resources confirms that the final net revenue budget for North Somerset Council services will be £153.976m, and £158.828m including the town and parish council precepts.

3.3 Components of the Revenue Budget

The total net budget for 2019/20 has been allocated to services, and central recharge allocations of support costs and overheads have been applied. The council is required to gross up all of its budgets when setting its council tax for the year ahead, and include these totals within the formal council tax Resolution. The allocations of the council's gross and net budgets is shown in the table below.

REVENUE BUDGET			
	2019/20 Net Budget	Gross Expend	Gross Income
	£	£	£
P&C Adult Social Services	65,840,184	98,401,140	-32,560,956
P&C Children & Young Peoples Services	28,929,167	37,342,914	-8,413,747
P&C Housing	1,646,237	2,677,035	-1,030,798
P&C Public Health	0	9,712,000	-9,712,000
P&C Schools	0	52,669,156	-52,669,156
Development and Environment	36,068,300	50,126,230	-14,057,930
Corporate Services	6,721,956	103,778,240	-97,056,284
Capital Financing and Interest	11,251,000	13,221,040	-1,970,040
Other, including Non Service & Contingency	2,633,644	3,857,724	-1,224,080
Sub Total - North Somerset Council Services	153,090,488	371,785,479	-218,694,991
Special Expenses	79,190	79,190	0
Levy - Environment Agency	283,070	283,070	0
Special Levy - Drainage Boards	523,160	523,160	0
Sub Total - Expenses and Levies	885,420	885,420	0
Total - North Somerset Council Services	153,975,908	372,670,899	-218,694,991
Town and Parish Precepts	4,852,247	4,852,247	0
TOTAL BUDGET REQUIREMENT 2019/20	158,828,155	377,523,146	-218,694,991

3.4 Levies

The council's proposed revenue budget includes the levies of the Environment Agency and Internal Drainage Boards, the costs of which sit outside of the council's direct control.

Whilst the table below shows that there has been an overall increase in the anticipated charge from levies, the increase in the tax base means that the charge per Band D property arising from these changes has been mitigated and is lower than the previous year.

LEVIES & PRECEPTS (£)	2018/19		2019/20	
	Levy	Band D charge	Levy	Band D charge
Environment Agency Levy	277,470	3.56	283,070	3.57
Internal Drainage Boards	517,440	6.63	523,160	6.59
Totals	794,910	10.19	806,230	10.16

Taxbase	78,003.5	79,371.8
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We are required to show these amounts separately because in order for the government to determine whether an authority has approved a council tax rise which necessitates the

requirement for a local referendum, it includes these levy requests within its formal calculations. This calculation is known as the Relevant Basic Amount (RBA).

3.5 North Somerset Council Tax Requirement

The net revenue budget presented to Council for approval for North Somerset Council, including the precepts for town and parish councils and special expenses, totals £158,828,155. These values form the Budget Requirement and are used in the statutory calculation of the council's precept on the Council Tax Collection Fund.

PRECEPT ON THE COLLECTION FUND		
	£	£
North Somerset Council's Budget Requirement		153,090,488
Special Expenses for the District		79,190
Special Levy - Environment Agency		283,070
Special Levy - Drainage Board		523,160
Parish & Town Councils Precepts		4,852,247
Sub Total - Net Expenditure incl Special Expenses and Levies		158,828,155
Less:		
Retained Business Rates	29,584,000	
Tariff / Top-Up	2,609,529	
Revenue Support Grant	2,132,302	
New Homes Bonus Grant	2,783,082	
S31 Business Rates Small Business Relief Grant	3,196,000	
S31 Business Rates Threshold Grant	996,000	
S31 Business Rates Returned Suplus Grants	479,790	
Adult Social Care Support Grant	1,578,407	
Winter Pressures Grant	923,945	
Est Credit on the Collection Fund - Council Tax	650,000	
Est Debit on the Collection Fund - Business Rates	-371,000	
Sub total - financing resources		44,562,055
North Somerset's Precept on the Collection Fund		114,266,100

PRECEPT ON THE COLLECTION FUND		
North Somerset and Town and Parish Precept Band D Council Tax	£	1,439.63
North Somerset Precept Band D Council Tax for referendum purposes (excl Towns and Parishes)	£	1,378.50

3.6 Precepts from Other Bodies

In its role as the billing authority, the council is also required to collect the council tax requirement of other precepting authorities, and these are considered in turn:

- The Police and Crime Commissioner agreed their precept of £17,287,971.76 on the 5th February 2019, giving a band D precept of £217.81, this being an increase of £24, or 12.38% from 2018/19.

- The Avon Fire Authority agreed their precept of £5,832,239.86 on the 13th February 2019, giving a Band D precept of £73.48, this being an increase of £2.13, or 2.99% from 2018/19.
- Shown in Appendix 3 is a full listing of all town and parish precepts which total £4,671,217.88. The average Band D town and parish precept has risen from £59.88 to £61.13, an increase of 1.1% from 2018/19.

3.7 Council Tax Proposals

The total council tax charge for a Band D property is shown below, and will include the annual charge for North Somerset Council services, as well as those on behalf of other preceptors.

COUNCIL TAX COMPONENTS				
	2018/19	2019/20	Movement	
			£	%
North Somerset Council	1,233.56	1,269.94		
Adult Social Care Precept	97.40	97.40		
Special Expenses	0.46	1.00		
Levy - Environment Agency	3.56	3.57		
Special Levy - Internal Drainage Boards	6.63	6.59		
Sub-total - North Somerset Council	1,341.61	1,378.50	36.89	2.75%
Town and Parish Council Precepts	59.88	61.13	1.25	2.09%
Police and Crime Commissioner for Avon & Somerset	193.81	217.81	24.00	12.38%
Avon Fire Authority	71.35	73.48	2.13	2.99%
Total Band D Council Tax	1,666.65	1,730.92	64.27	3.86%

The table above indicates that the council's 2019/20 Band D charge, which includes special expenses, will be £1,378.50, the 2018/19 figure was £1,341.60. This represents an increase of 2.75%, which is within the 3% referendum limit.

Shown at Appendix 4 is the total council tax requirement for each town and parish precept over the banding groups. These figures may be subject to roundings, which may occur due to the number of elements that make up the figures.

3.8 Special Expenses

Special expense charges take account of functions carried out by Towns, but undertaken by the District council in Town areas. To ensure that taxpayers in the district do not suffer 'double taxation', the costs of the functions are removed from the overall council budget and then allocated to the specific town areas. For 2019/20 only the areas of Clevedon and Portishead will operate special expenses.

3.9 Pay Policy 2019/20

The council understands the importance of ensuring good two-way communications and engagements with staff, especially during periods of major change. Given the scale of the council's financial challenge, together with the continued transfer of schools to Academy status, it is inevitable that the council's workforce will reduce over the period of the MTFP, including, in some cases, transferring services to other organisations.

We remain committed to do all that we reasonably can to mitigate the need for job losses including, if possible, through redeployment and retraining. Staff and trade unions will continue to be fully informed and consulted over any budget proposals involving a workforce reduction.

Council last updated and approved its Pay Policy Statement in February 2018 which provided details of the pay policies in place for the council's non-school workforce. No significant changes to the policy are planned for 2019/20 financial year and it is therefore proposed to adopt the current policy for the next financial year, subject to any changes being imposed at a national level. The Pay Policy Statement for 2019/20 is attached at Appendix 5.

4. CONSULTATION

The council tax setting report is the statutory report required to be considered by full Council following the approval of the revenue budget, and prior to the start of the financial year. The revenue budget and medium term financial plan has been subject to ongoing consultation and scrutiny.

5. FINANCIAL IMPLICATIONS

Financial implications are contained throughout the report, and other supporting reports as details under background papers below.

6. LEGAL POWERS AND IMPLICATIONS

The Local Government Act 1972 lays down the fundamental principle by providing that every local authority shall make arrangements for the proper administration of their financial affairs, although further details and requirements are contained within related local government finance legislation including those Acts cited above. The setting of the council's budget and the resultant council tax levels for the forthcoming year is an integral part of the financial administration process.

7. RISK MANAGEMENT

In setting the revenue and capital budgets, the council takes full account of the known key financial risks that may affect its plans. The most significant financial risks are either being explicitly provided for in the base budget or are covered by either the unallocated contingency budget, the Corporate Risk Reserve or Working Balances.

The residual uncertainty of local government finance including business rate retention, the wider economic conditions and fairly short-term nature of funding settlement attracts a high degree of risk in terms of financial planning.

Officers will continue to test the impact of varying key assumptions in the medium term financial strategy to assess the sensitivity of the indicative budget figures. This informs decisions about the level of working balances needed to provide assurance as to the robustness of the budget estimates.

A working balance of £8.6m was set for the 2018/19 financial year which represents approx. 5% of the council's net revenue budget. For 2019/20 it is recommended that this level of balance is retained. In addition, the draft budget includes a contingency element of £0.9m.

A full review of all reserves and balances will be detailed as part of the 2018/19 end of year out-turn report.

In addition a risk register is continually updated, which reflects the most significant areas of the council's financial planning, although at this time some of the most significant risks associated with the revenue budget are shown below;

- Potential legacy over-spending from the ongoing revenue budget;
- Increasing costs of looked after children;
- Increasing demand for services for the elderly and adults and children with complex disabilities;
- Stability of and increasing costs in the social care provider market;
- Increasing demands for education services for those with SEND
- Continued inflationary pressures;
- Financial pressures facing the health economy and their impact on our income and expenditure;
- Ability to identify robust, deliverable and timely budget action plans and savings proposals to close the budget gap, which are not counter-productive and which minimise impact on individuals and communities;
- Interest rate risks linked to our investment and borrowing plans;
- Our ability to invest and regenerate in order to create income and growth.

The council does face a wide range of other financial risks, for example, those linked to the capital investment programme and associated financing resources, although these are considered and reflected within the relevant risk register.

8. EQUALITY IMPLICATIONS

Budget proposals included within the recommended budget have been analysed by officers for any equality implications and details of this process and the individual Equality Impact Assessments and any specific implications were published within the Medium Term Financial Plan and 2019/20 Revenue Budget report to the Executive on the 5th February 2019.

9. CORPORATE IMPLICATIONS

The Corporate Plan and MTFP are vital tools to help align effort across the organisation and ensure that services are all pulling in the same direction. With continuing national austerity, it is essential that the councils' limited resources continue to be prioritised and allocated in line with the identified priorities.

10. OPTIONS CONSIDERED

The council is required to formally approve a revenue and capital budget for 2019/20. This could be undertaken as a stand-alone annual process. However, we have adopted, and will maintain a 5-year funding horizon and MTFP period which sets the context in which annual budgets are set. All budget proposals take account of the council priorities, and highlight how the budget will be delivered. Where received, the comments of individual scrutiny panels or Members, as well as residents and businesses and voluntary sector organisations have been taken into account in considering and formulating the final budget for 2019/20.

APPENDICES

- Appendix 1 Proposed Revenue Budget 2019/20
- Appendix 2 Council Tax Resolution 2019/20
- Appendix 3 Town and Parish Council Precepts 2019/20
- Appendix 4 Band Charges per Town and Parish Councils 2019/20
- Appendix 5 Pay Policy Statement 2019/20

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BACKGROUND PAPERS

1. Council Tax Base Setting 2019/20 – CSD135
2. MTFP incorporating Revenue Budget 2019/20 – Executive, 5 February 2019
3. Treasury Management Strategy 2019/20 – Executive, 5 February 2019
4. Capital Budget & Investment Strategy 2019/20 – Executive, 5 February 2019

NORTH SOMERSET COUNCIL REVENUE BUDGET 2019/20
APPENDIX 1

	MTFP Net Budget - February Executive £000	Budget Movements		2019/20 Net Revenue Budget £000	2019/20 Gross I&E	
		Levies & Precepts £000	Central Recharges £000		Gross Expend £000	Income £000
P&C Adult Social Services	61,303	0	4,537	65,840	98,401	-32,561
P&C Children & Young Peoples Services	23,319	0	5,610	28,929	37,343	-8,414
P&C Housing	1,070	0	577	1,646	2,677	-1,031
P&C Public Health	0	0	0	0	9,712	-9,712
P&C Schools	0	0	0	0	52,669	-52,669
Development and Environment	30,125	-69	6,012	36,068	50,126	-14,058
Corporate Services	23,468	-10	-16,736	6,722	103,778	-97,056
Capital Financing and Interest	11,251	0	0	11,251	13,221	-1,970
Other, including Non Service & Contingency	3,440	-806	0	2,634	3,858	-1,224
Sub Total - North Somerset Council Services	153,976	-885	0	153,090	371,785	-218,695
Special Expenses	0	79	0	79	79	0
Levy - Environment Agency	0	283	0	283	283	0
Special Levy - Drainage Boards	0	523	0	523	523	0
Sub Total - Expenses and Levies	0	885	0	885	885	0
Total - North Somerset Council Services	153,976	0	0	153,976	372,671	-218,695
Town and Parish Council Precepts	0	4,852	0	4,852	4,852	0
TOTAL BUDGET REQUIREMENT 2019/20	153,976	4,852	0	158,828	377,523	-218,695
						158,828

Financing Resources;						
- Govt Grant - Revenue Support Grant	-2,132	0	0	-2,132	0	-2,132
- Govt Grant - Business Rates S31 Small Bus Rate Relief	-3,196	0	0	-3,196	0	-3,196
- Govt Grant - Business Rates S31 Threshold Grant	-996	0	0	-996	0	-996
- Govt Grant - Business Rates S31 Surplus Levy Gant	-480	0	0	-480	0	-480
- Govt Grant - Business Rates Top Up	-2,610	0	0	-2,610	0	-2,610
- Govt Grant - New Homes Bonus Grant	-2,783	0	0	-2,783	0	-2,783
- Govt Grant - Adult Social Care Support Grant	-1,578	0	0	-1,578	0	-1,578
- Govt Grant - Winter Pressures Grant	-924	0	0	-924	0	-924
- Council Tax Income	-109,414	0	0	-109,414	0	-109,414
- Business Rates Income	-29,584	0	0	-29,584	0	-29,584
- Collection Fund (Surplus) / Deficit	-279	0	0	-279	0	-279
Sub Total - North Somerset Council Servs	-153,976	0	0	-153,976	0	-153,976
Town and Parish Council Precepts	0	-4,852	0	-4,852	0	-4,852
TOTAL FINANCING RESOURCES 2019/20	-153,976	-4,852	0	-158,828	0	-158,828

COUNCIL TAX RESOLUTION**The Council is recommended to resolve as follows:**

- 1 It be noted that on 31st January 2019 the Council calculated the Council Tax Base for 2019/20:
 - (a) for the whole Council area as **79,371.8** [Item T in the formula in Section 31B of the Local Government Finance Act 1992, as amended (the "Act")] and ,
 - (b) for dwellings in those parts of its area to which a Parish precept relates as in the attached Appendix B.
- 2 Calculate that the Council Tax requirement for the Council's own purposes for 2019/20 (excluding Parish precepts and Special Levies) is **£109,413,853**
- 3 That the following amounts be calculated for the year 2019/20 in accordance with Sections 31 to 36 of the Act:

a	Being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act taking into account all precepts issued to it by Parish Councils <i>(Gross Expenditure)</i>	377,523,146
b	Being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act <i>(Gross Income)</i>	263,257,046
c	Being the amount by which the aggregate at 3(a) above exceeds the aggregate at 3(b) above, calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax requirement for the year. (Item R in the formula in Section 31B of the Act). <i>(North Somerset Council Tax Requirement, inc. special expenses, town and parish precepts and special levies)</i>	114,266,100
d	Being the amount at 3(c) above (Item R), all divided by Item T (1(a) above), calculated by the Council, in accordance with Section 31B of the Act, as the basic amount of its Council Tax for the year (including Parish precepts). <i>(Band D Council Tax for North Somerset Council including an average of special expenses and town and parish precepts)</i>	1,439.63
e	Being the aggregate amount of all special items (Parish precepts) referred to in Section 34(1) of the Act (as per the attached Appendix C) <i>(Area related expenditure, i.e. town and parish precepts and special expenses)</i>	Precepts 4,852,247.41 Spec Exp 79,190.00 4,931,437.41
f	Being the amount at 3(d) above less the result given by dividing the amount at 3(e) above by Item T (1(a) above), calculated by the Council, in accordance with Section 34(2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no Parish precepts relates. <i>(The Band "D" amount for North Somerset Council excluding "area" related expenditure, i.e. special expenses and town and parish council precepts)</i>	1,377.50
g	The amount of Special Expenses (expressed in Band D)	1.00
h	The total Relevant Basic Amount for North Somerset Council	1,378.50

4 Precepting Authorities

To note that the Police and Crime Commissioner and the Fire Authority have issued precepts to the Council in accordance with Section 40 of the Local Government Finance Act 1992 for each category of dwellings in the Council's area, as shown in the table below

Precepting Authority	Valuation Bands							
	A	B	C	D	E	F	G	H
Police & Crime Commissioner	145.21	169.41	193.61	217.81	266.21	314.61	363.02	435.62
Fire Authority	48.99	57.15	65.32	73.48	89.81	106.14	122.47	146.96

- 5 That the Council, in accordance with Sections 30 and 36 of the Local Government Finance Act 1992, hereby sets the aggregate amounts shown in the table on the following page, as the amounts of Council Tax for 2019/20 for each part of its area and for each of the categories of dwellings.
- 6 The Council's basic amount of Council Tax for 2019/20 is not determined to be excessive in accordance with principles approved under Section 52ZB Local Government Finance Act 1992.

LOCAL COUNCIL PRECEPTS 2019/20

2018/19 Precept £	Local Council	2019/20 Precept Requested £	Band 'D' Equivalent Properties	Local Council Tax Element per Band 'D' Property £	Local Tax 2018/19 £	% Incr / (Dec) %
29,700.00	Abbots Leigh	29,800.00	430.6	69.21	68.54	0.97
131,795.68	Backwell	134,317.00	1,937.6	69.32	68.28	1.53
88,897.00	Banwell	88,896.00	1,060.5	83.82	80.36	4.32
8,200.00	Barrow Gurney	9,000.00	242.1	37.17	36.32	2.37
40,250.00	Blagdon	41,750.00	521.1	80.12	77.76	3.03
44,401.00	Bleadon	45,344.00	550.9	82.31	80.83	1.83
4,500.00	Brockley	4,500.00	134.7	33.41	33.46	(0.15)
3,000.00	Burrington	3,000.00	265.1	11.32	11.58	(2.26)
2,500.00	Butcombe	3,000.00	112.7	26.62	22.60	17.76
60,800.00	Churchill	67,353.00	1,036.9	64.96	64.31	1.00
4,700.00	Clapton-in-Gordano	5,900.00	188.0	31.38	25.39	23.60
15,244.00	Cleeve	15,701.32	368.9	42.56	41.65	2.19
357,481.00	Clevedon	368,321.00	7,880.2	46.74	45.60	2.50
110,131.87	Congresbury	112,334.64	1,415.0	79.39	78.66	0.93
11,426.05	Dundry	11,715.00	396.4	29.55	29.55	0.02
25,000.00	Flax Bourton	26,500.00	355.9	74.46	71.10	4.72
79,615.00	Hutton	84,700.00	1,088.3	77.83	73.40	6.03
6,000.00	Kenn	6,300.00	201.7	31.23	30.12	3.70
46,000.00	Kewstoke	46,000.00	693.4	66.34	67.32	(1.46)
10,700.00	Kingston Seymour	11,200.00	183.4	61.07	58.63	4.16
79,000.00	Locking	81,000.00	1,260.1	64.28	66.88	(3.88)
158,000.00	Long Ashton	172,000.00	2,660.0	64.66	59.74	8.25
3,000.00	Loxton & Christon	3,000.00	93.9	31.95	31.98	(0.11)
471,334.00	Nailsea	485,474.00	6,312.8	76.90	75.85	1.39
99,800.00	Pill & Easton-in-Gordano	102,652.00	1,784.9	57.51	56.39	1.99
294,355.00	Portishead	277,407.00	10,669.6	26.00	28.20	(7.80)
24,950.00	Portbury	26,885.00	445.2	60.39	55.90	8.02
6,960.00	Puxton	7,400.00	132.9	55.68	52.41	6.24
16,335.00	St. Georges	17,040.00	1,136.0	15.00	14.53	3.25
7,358.28	Tickenham	7,505.45	457.6	16.40	16.01	2.42
4,350.00	Walton-in-Gordano	4,804.00	149.1	32.22	31.18	3.33
6,210.00	Weston-in-Gordano	6,400.00	149.7	42.75	41.65	2.65
1,905,441.00	Weston-super-Mare	2,007,277.00	26,214.7	76.57	74.14	3.28
13,500.00	Wick St. Lawrence	16,000.00	559.0	28.62	24.16	18.48
24,500.00	Winford	26,000.00	990.5	26.25	24.68	6.35
134,000.00	Winscombe & Sandford	143,000.00	2,035.5	70.25	68.28	2.89
44,631.00	Wraxall & Failand	44,631.00	1,159.0	38.51	38.50	0.03
92,285.00	Wroughton	93,030.00	1,218.1	76.37	76.37	0.00
204,867.00	Yatton	215,110.00	2,879.8	74.70	74.87	(0.23)
4,671,217.88		4,852,247.41	79,371.8	61.13		

LOCAL COUNCIL BANDINGS 2019/20

Town and Parish	BAND A	BAND B	BAND C	BAND D	BAND E	BAND F	BAND G	BAND H
Abbots Leigh	1,151.90	1,343.88	1,535.87	1,727.84	2,111.80	2,495.77	2,879.74	3,455.68
Backwell	1,151.97	1,343.97	1,535.97	1,727.95	2,111.93	2,495.93	2,879.92	3,455.90
Banwell	1,161.64	1,355.24	1,548.86	1,742.45	2,129.66	2,516.87	2,904.09	3,484.90
Barrow Gurney	1,130.54	1,318.96	1,507.39	1,695.80	2,072.64	2,449.49	2,826.34	3,391.60
Blagdon	1,159.17	1,352.37	1,545.57	1,738.75	2,125.13	2,511.53	2,897.92	3,477.50
Bleadon	1,160.63	1,354.07	1,547.51	1,740.94	2,127.81	2,514.69	2,901.57	3,481.88
Brockley	1,128.03	1,316.04	1,504.05	1,692.04	2,068.04	2,444.06	2,820.07	3,384.08
Burrington	1,113.31	1,298.85	1,484.41	1,669.95	2,041.05	2,412.15	2,783.26	3,339.90
Butcombe	1,123.51	1,310.75	1,498.01	1,685.25	2,059.75	2,434.25	2,808.76	3,370.50
Churchill	1,149.07	1,340.57	1,532.09	1,723.59	2,106.61	2,489.63	2,872.66	3,447.18
Clapton-In-Gordano	1,126.68	1,314.46	1,502.24	1,690.01	2,065.56	2,441.13	2,816.69	3,380.02
Cleeve	1,134.13	1,323.15	1,512.18	1,701.19	2,079.23	2,457.28	2,835.32	3,402.38
Clevedon	1,139.98	1,329.97	1,519.98	1,709.96	2,089.95	2,469.94	2,849.94	3,419.93
Congresbury	1,158.69	1,351.80	1,544.92	1,738.02	2,124.24	2,510.47	2,896.71	3,476.04
Dundry	1,125.46	1,313.03	1,500.62	1,688.18	2,063.33	2,438.48	2,813.64	3,376.36
Flax Bourton	1,155.40	1,347.96	1,540.54	1,733.09	2,118.22	2,503.35	2,888.49	3,466.18
Hutton	1,157.65	1,350.58	1,543.53	1,736.46	2,122.34	2,508.22	2,894.11	3,472.92
Kenn	1,126.58	1,314.34	1,502.11	1,689.86	2,065.38	2,440.91	2,816.44	3,379.72
Kewstoke	1,149.99	1,341.65	1,533.32	1,724.97	2,108.29	2,491.62	2,874.96	3,449.94
Kingston Seymour	1,146.47	1,337.55	1,528.63	1,719.70	2,101.85	2,484.01	2,866.17	3,439.40
Locking	1,148.61	1,340.05	1,531.49	1,722.91	2,105.77	2,488.65	2,871.52	3,445.82
Long Ashton	1,148.87	1,340.34	1,531.83	1,723.29	2,106.24	2,489.20	2,872.16	3,446.58
Loxton	1,127.06	1,314.90	1,502.75	1,690.58	2,066.26	2,441.95	2,817.64	3,381.16
Nailsea	1,157.03	1,349.86	1,542.71	1,735.53	2,121.20	2,506.88	2,892.56	3,471.06
Pill & Easton-In-Gordano	1,144.10	1,334.78	1,525.47	1,716.14	2,097.50	2,478.87	2,860.24	3,432.28
Portishead	1,125.78	1,313.40	1,501.04	1,688.66	2,063.92	2,439.18	2,814.44	3,377.32
Portbury	1,146.02	1,337.02	1,528.03	1,719.02	2,101.02	2,483.03	2,865.04	3,438.04
Puxton	1,142.88	1,333.36	1,523.84	1,714.31	2,095.26	2,476.23	2,857.19	3,428.62
St Georges	1,115.76	1,301.72	1,487.68	1,673.63	2,045.54	2,417.47	2,789.39	3,347.26
Tickenham	1,116.69	1,302.81	1,488.93	1,675.03	2,047.25	2,419.49	2,791.72	3,350.06
Walton-In-Gordano	1,127.24	1,315.11	1,502.99	1,690.85	2,066.59	2,442.34	2,818.09	3,381.70
Weston-In-Gordano	1,134.26	1,323.30	1,512.35	1,701.38	2,079.46	2,457.55	2,835.64	3,402.76
Weston-S-Mare	1,156.81	1,349.60	1,542.41	1,735.20	2,120.80	2,506.40	2,892.01	3,470.40
Wick St Lawrence	1,124.84	1,312.31	1,499.79	1,687.25	2,062.19	2,437.14	2,812.09	3,374.50
Winford	1,123.26	1,310.47	1,497.68	1,684.88	2,059.29	2,433.72	2,808.14	3,369.76
Winscombe	1,152.59	1,344.69	1,536.79	1,728.88	2,113.07	2,497.27	2,881.47	3,457.76
Wraxall & Failand	1,131.43	1,320.00	1,508.58	1,697.14	2,074.28	2,451.43	2,828.57	3,394.28
Wrington	1,156.67	1,349.45	1,542.23	1,735.00	2,120.55	2,506.11	2,891.67	3,470.00
Yatton	1,155.56	1,348.15	1,540.75	1,733.33	2,118.51	2,503.70	2,888.89	3,466.66

NORTH SOMERSET COUNCIL PAY POLICY STATEMENT 2019/20

Introduction

This statement describes the council's policies that relate to the remuneration of its workforce outside of schools.

The statement is intended to provide sufficient information about North Somerset Council's pay policies to enable local tax payers to reach an informed view about local decisions on all aspects of remuneration for the council's non-school employees

General Principles

North Somerset Council recognises that, in the context of scarce public resources, remuneration, at all levels, needs to be adequate to recruit and retain employees with the skills and motivation to deliver high quality services, and at the same time needs to demonstrate value for money and avoid unnecessary costs.

The council is committed to transparent, fair and equitable pay and grading arrangements. All employees are treated on an equal basis and senior officers are not differentiated from other employees in terms of the approach taken for appointments, remuneration, promotion or termination.

Pay Structure – Overview

The pay grade for all roles, including the council's Chief Executive, Directors and Heads of Service are determined through job evaluation using the Hay Job Evaluation Scheme.

Levels of pay for senior officers have been determined by reference to benchmarking data, provided by Hay, which compares the salaries of comparable roles in a wide range of public sector organisations including other local authorities, health bodies and not for profit organisations. It is the council's current practice that salaries for its senior officers are set 10% below the median for comparable roles. Recent comparison shows that senior officer salaries in North Somerset Council are significantly less than other similar local authorities in the South West.

The pay and grading for senior officers is the responsibility of the council's Employment Committee and an element of pay for senior officers is dependent on the postholder consistently meeting overall expectations of the job and meeting agreed targets. North Somerset Council reserves the right to reduce the level of remuneration if it determines that an individual's performance has been unsatisfactory.

Salaries for other officer roles within the council are based on median pay levels using Hay pay data and are broadly comparable with other similar local authorities.

Any cost of living pay award is determined through national pay bargaining.

The Government has recommended that authorities publish the ratio of the pay of the council's top earner to that of its median earner to support the principles of fair pay and transparency. The council's current ratio in this respect is 4:1.

Gender Pay Gap

Recent legislation requires employers of more than 250 people to measure and publish their gender pay gap. The gender pay gap calculation is any difference between the average earnings of men and women within an organisation. The mean gender pay gap is 13.67% and the median gender pay gap is 13.95% for North Somerset Council. This information is published in accordance with legislative requirements and recalculated on an annual basis.

Pay Structure - Details

The council's pay structure currently consists of 20 grades (excluding Apprentices). Every job is evaluated using the Hay Job Evaluation Scheme which establishes the relative size of each role and the points awarded determine the appropriate grade for the job.

The council's lowest paid employees receive a salary equivalent to Grade 1 on the council's pay structure.

Starting Salaries

Employees are usually appointed to the minimum point of the grade for the role. If an employee applies for an internal job that is the same grade as their substantive role they will be permitted to move across on the same point.

For hard to fill jobs, such as Social Workers, Planners, Engineers and Occupational Therapists, it may be necessary to appoint suitably qualified and experienced applicants to a salary point within the overall grade for the role.

Pay Progression

Any pay progression is based on increments. Progression up to the maximum of the grade through incremental salary points normally takes effect from the anniversary of the start date of the employee.

Increments may be withheld following an assessment of an employee's performance.

Honorarium and Acting-up Payments

Honorarium and acting-up payments are calculated using the bottom point of the grade for the post they will be covering.

Any honoraria or acting-up payments for senior officers requires prior approval of the Council's Employment Committee.

Secondments

Secondment appointments are subject to incremental progression. The starting salary will be the bottom salary point of the grade and progression will take effect from the anniversary of the start date of the secondment.

Market Supplements

The council does not normally pay market supplements in addition to salary, unless, exceptionally, it is in the council's overall interests to do so.

In service areas where it has proven difficult to recruit appropriately experienced or qualified individuals a market supplement may be considered, providing that there is evidence that paying a market supplement will help attract suitable candidates for hard to fill roles.

Premium Payments

Employees paid at Grade 6 or below who are required to work evenings, weekends and bank holidays are currently paid additional payments to reflect their work patterns as follows:

1st November 2018 onwards for all staff:

Non-contractual overtime	Basic pay
Saturday working	Basic pay
Sunday working	Basic pay plus 25%
Bank Holiday working	Basic pay plus 50%
Evening work (8pm to 10pm)	Basic pay
Night work (10pm to 6am)	Basic pay plus 33%

Fees

The council makes a contribution of up to £35 per annum towards the membership of a professional body to support the continuous professional development of an employee.

Returning Officer fees are paid for statutory duties that are not part of the post holder's substantive role.

Pension Contributions

All staff who are members of the Local Government Pension Scheme make individual contributions to the scheme. The level of contribution is linked to salary levels and ranges from 5.5% to 12.5% of salary

The council also makes employer contributions to the scheme and these amounts are determined externally by the pension scheme actuary.

The council's policy is not to grant augmented pension benefits to any employee under the Local Government Pension Scheme.

Pay Protection

The council has a pay protection policy where employment on less favourable terms is offered to an employee as an alternative to redundancy. In such circumstances an employees pay is frozen at their current level for up to three years.

Redundancy Payments

The method of calculating redundancy payments is based on the statutory redundancy scheme as set out in the Employment Rights Act 1996 (ERA). The council has also introduced a cap on the amount of pay used to calculate redundancy payments at twice the statutory weekly earnings ceiling. The cost of redundancy should normally be recovered within an 18-month period through salary savings. All redundancy payments require the prior approval of the Head of HR in consultation with the Executive Member.

Settlement Agreements

It is the council's policy not to enter into settlement agreements, unless, exceptionally, it is in the council's overall interests to do so.

TUPE Transfers

A small number of staff remain on terms and conditions that differ from this policy due the Transfer of Undertakings (Protection of Undertakings) legislation that protects those individuals who transfer (for example those on NHS terms). Where there is turnover new appointments are made on council terms and conditions.

Pay Policy Review

The Council's Pay Policy will be kept under regular review and the pay policy statement will be refreshed and considered by full Council each year.

February 2019