

**TONBRIDGE & MALLING BOROUGH COUNCIL**

**GENERAL PURPOSES COMMITTEE**

**07 September 2009**

**Report of the Central Services Director**

**Part 1- Public**

**Matters for Information**

**1 REVISION TO THE SALARY POLICY**

**Summary**

**This report is to inform Members of action taken by Management Team to amend the Council's Salary Policy in order that the protection of salary scale points is not continued in the event that the grade of the job is increased.**

**1.1 Background**

1.1.1 Members may recall that as far back as 1998 the decision was taken to cap each of the Council's salary grades by removing the top two points of each grade in order to realise a saving to the salary budget over successive years. It was decided that there be protection for existing staff as at the date of the change and a policy was developed (Annex 1) so that it was clear in what circumstances protection would be continued and when it would cease.

1.1.2 Over the past 11 years the rate of staff turnover has been such that the protection of these two scale points has continued for the majority far longer than had been anticipated. One contributory factor has been that some jobs have been re-graded and, under the policy, have retained the protected scale points.

**1.2 The Review**

1.2.1 Management Team have recently reviewed the Salary Policy and, following staff consultation via the JECC, have decided to amend the policy so that protection will not be afforded to future regradings. A copy of the amended policy is attached (Annex 2).

**1.3 Legal Implications**

1.3.1 Not applicable.

**1.4 Financial and Value for Money Considerations**

1.4.1 It is hoped that the revised policy will, over time, achieve a saving to the Council's salary budget.

**1.5 Risk Assessment**

1.5.1 The amended policy has been approved by the JECC and there is not felt to be any risk associated in amending the policy.

Background papers:

contact: Charlie Steel

Nil

Julie Beilby  
Central Services Director