

## Appendix 2

Post	Base Salary	Expenses	Bonuses	PRP	Earn-Back	Honoraria	Ex-Gratia Payments	Election Fees	Joint Authority Duties	Severance Arrangements
Chief Executive	£92852  As part of the collaborative arrangement between Selby DC and North Yorkshire CC and the joint appointment of a dual part time role of Chief Executive of Selby and Asst C Ex of NYCC (3/2 days), Selby Council is reimbursed 40% of this salary cost by North Yorkshire CC	Travel and other expenses are re-imbursed through normal authority procedures	The terms of the contract of employment do not provide for the payment of bonuses	Not applicable	The terms of the contract of employment do not provide for an element of base salary to be held back related to performance	Honoraria payments for any increased duties and responsibilities are reimbursed through normal authority procedures	There are no plans for the postholder to receive any ex-gratia payments	Election duty fees are paid to the postholder when due	There are no payments related to joint authority duties	The authority's normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for 2014/15
Deputy Chief Executive	£72012	Travel and other expenses are re-imbursed through normal	The terms of the contract of employment do not provide for the	Not applicable	The terms of the contract of employment do not provide for an element of	Honoraria payments for any increased duties and responsibilities are	There are no plans for the postholder to receive any ex-gratia	Election duty fees are paid to the postholder if applicable	There are no payments related to joint authority duties	The authority's normal policies regarding redundancy and early retirement apply to the

		authority procedures	payment of bonuses		base salary to be held back related to performance	reimbursed through normal authority procedures	payments	when due		postholder. No payments were made in the last year and none are anticipated for 2014/15
Executive Director (Section 151 Officer)	£56203	Travel and other expenses are reimbursed through normal authority procedures	The terms of the contract of employment do not provide for the payment of bonuses	Not applicable	The terms of the contract of employment do not provide for an element of base salary to be held back related to performance	Honoraria payments for any increased duties and responsibilities are reimbursed through normal authority procedures	There are no plans for the postholder to receive any ex-gratia payments	Not applicable	There are no payments related to joint authority duties	The authority's normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for 2014/15
Executive Director	£50799	Travel and other expenses are reimbursed through normal authority procedures	The terms of the contract of employment do not provide for the payment of	Not applicable	The terms of the contract of employment do not provide for an element of base salary to be held	Honoraria payments for any increased duties and responsibilities are reimbursed through	There are no plans for the postholder to receive any ex-gratia payments	Not applicable	There are no payments related to joint authority duties	The authority's normal policies regarding redundancy and early retirement apply to the postholder. No payments were

			bonuses		back related to performance	normal authority procedures				made in the last year and none are anticipated for 2014/15
Managing Director	£56203	Travel and other expenses are reimbursed through normal authority procedures	The terms of the contract of employment do not provide for the payment of bonuses	Not applicable	The terms of the contract of employment do not provide for an element of base salary to be held back related to performance	Honoraria payments for any increased duties and responsibilities are reimbursed through normal authority procedures	There are no plans for the postholder to receive any ex-gratia payments	Not applicable	There are no payments related to joint authority duties	The authority's normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for 2014/15
Director	£50799	Travel and other expenses are reimbursed through normal authority procedures	The terms of the contract of employment do not provide for the payment of	Not applicable	The terms of the contract of employment do not provide for an element of base salary to be held	Honoraria payments for any increased duties and responsibilities are reimbursed through	There are no plans for the postholder to receive any ex-gratia payments	Not applicable	There are no payments related to joint authority duties	The authority's normal policies regarding redundancy and early retirement apply to the postholder. No payments were

			bonuses		back related to performance	normal authority procedures				made in the last year and none are anticipated for 2014/15
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Aspect of Chief Officer Remuneration	Authority Policy
Recruitment	These posts will be advertised and appointed to at the appropriate approved salary for the post in question level 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 authority's policy and any variation will be approved through the appropriate authority decision making process.
Pay Increases	The authority 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 authority will also apply any pay increases that are as a result of authority 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 authority would not make additional payments beyond those specified in the contract of employment.
Performance Related Pay	The authority does not operate a performance related pay system.
Earn-Back (Withholding an element of base pay related to performance)	The authority does not operate an earn-back pay system as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior officers. Any areas of under performance are addressed rigorously.

Bonuses	The authority does not pay bonus payments to senior officers
Termination Payments	The authority applies its normal redundancy payments arrangements to senior officers and does not have separate provisions for senior officers. The authority also applies the appropriate Pensions regulations when they apply. The authority has agreed policies in place on how it will apply any discretionary powers it has under Pensions regulations. Any costs that are incurred by the authority regarding senior officers are published in the authority accounts as required under the Accounts and Audit (England) Regulations 2011.
Transparency	The authority meets its requirements under the Localism Act, the Code of Practice on Data Transparency and the Accounts and Audit Regulations in order to ensure that is open and transparent regarding senior officer remuneration.
Re-employment of staff in receipt of an LGPS Pension or a redundancy/severance payment	The authority is under a statutory duty to appoint on merit and has to ensure that it complies with all appropriate employment and equalities legislation. The authority will always seek to appoint the best available candidate to a post who has the skills, knowledge, experience, abilities and qualities needed for the post. The authority will therefore consider all applications for candidates to try to ensure the best available candidate is appointed. If a candidate is a former employee in receipt of an LGPS pension or a redundancy payment this will not rule them out from being re-employed by the authority. Clearly where a former employee left the authority on redundancy terms then the old post has been deleted and the individual cannot return to the post as it will not exist. The authority will apply the provisions of the Redundancy Payments Modification Order regarding the recovery of redundancy payments if this is relevant. Pensions Regulations also have provisions to reduce pension payments in certain circumstances to those who return to work within the local government service.