



REMUNERATION POLICY



NAPIER
CITY COUNCIL
Te Kaunihera o Ahuriri

Remuneration Policy



Adopted by	Napier City Council on 11 July 2019
Relevant Legislation	Local Government Act 2002
NCC Documents Referenced	Not Applicable

Purpose

The purpose of this policy is to provide principles to guide the remuneration of Napier City Council employees.

This policy does not seek to alter the role of the employer to negotiate the actual remuneration of individual staff members or to determine staffing levels. These matters remain the responsibility of the Chief Executive to manage in the exercise of their statutory responsibilities to ensure the effective and efficient management of the activities of the Council. However, in fulfilling this statutory responsibility and the responsibility to employ and negotiate the terms of employment of all other staff of the Council, the Chief Executive must do so in accordance with this policy.

This policy has been developed under the provisions of section 36A, Schedule 7 of the Local Government Act 2002.

Council Position on Remuneration

The Napier City Council (the Council) recognises that remuneration is an important factor in attracting, motivating and retaining talented and skilled people that the Council needs to ensure its services will continue to meet the needs of the City now and into the future.

The Council values its staff team and is committed to developing a strong performance and development oriented organisational culture, where each person is provided with a range of opportunities to grow, learn and perform.

The Council's Remuneration Framework supports Council's remuneration policy. The framework reflects an innovative approach, where growing individual competencies and their delivering stretch performance expectations, will underpin how they will be remunerated.

Individual growth and performance will enable the organisation to deliver more consistent, higher quality and solution oriented services.

Remuneration will be based on a combination of job competency and performance delivery, with a strong emphasis on demonstrated competencies.

Policy Statements

- a) Remuneration will support the business of Council and will be aligned with the Council's strategic intent and current Long Term Plan.
- b) Remuneration will be based on what is affordable and within annual budgets.
- c) Remuneration will be fair and equitable.
- d) The policy is supported by a Remuneration Framework, which will be used consistently to manage how all staff are remunerated.
- e) Remuneration will be nationally competitive within a local government environment, particularly in relation to similarly sized local authorities, to position the Council appropriately within the market place.
- f) The Remuneration framework will have sufficient flexibility to respond to any changes in circumstances.
- g) The remuneration framework will be efficient, manageable and easily understood.

h) Remuneration will be driven and supported by a modern, efficient and credible performance management system.

Guiding Principles

- **Consistency.** Decisions on pay and performance systems and processes are applied in a consistent manner across the organisation in the interests of fairness and equity.
- **Credibility.** Staff have confidence in our performance and remuneration systems and processes.
- **Easy to understand.** Employees understand how performance and remuneration processes function and how they are affected by them. Transparent processes and communication.
- **Fair and equitable.** Employees are paid fairly in relation to the work they do, the level at which they operate and the value they create for the organisation.
- **Flexibility** within the system and its application to recognise changes in Council's operating environment and for adjustments in the interests of fairness and equity.
- **Market competitive.** Remuneration levels are fair and reasonable, both to staff and to the funder. Appropriately competitive, allowing Council to attract, retain and engage high calibre employees.
- **Performance-driven.** Mechanisms in place to drive, recognise and celebrate strong performance and promote base pay growth based on performance.
- **Robust.** The right rewards delivered the right way. Able to be upheld or defended as good business practice.
- **Affordability.** Reflecting the need to live within Council budgets, taking account of the economic context and external environment.

Policy Review

To meet the requirements of Section 36A (2), Schedule 7 of the Local Government Act 2002, this policy shall be reviewed at intervals of no more than three years.



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