

## Conduct of the Senior Managers' Pay Review for 2019

### Overview

One of the key principles of the Senior Managers' Pay and Grading arrangements was the concept that an individual's salary would be reviewed, but not necessarily increased each year; and any pay award would be linked to the individual's contribution.

This principle has been embodied in the new senior management contracts of employment that were effective from 1<sup>st</sup> April 2016.

Having discontinued the hard link with the outcomes of the Joint Negotiating Committee for Chief Officers of Local Authorities (JNC) the Council needed new arrangements to fulfil the pay review commitments for senior managers.

We have set out below the main parameters for the conduct of the pay review for 2019.

### Eligibility

To be eligible for the 2019 pay review individuals must have been employed on or before 1<sup>st</sup> October 2018 and have successfully passed their probationary period, and hold a senior management position as set out below on 1<sup>st</sup> April 2019.

Senior managers employed after 1<sup>st</sup> October 2018 will be eligible for consideration in the supplementary review planned for 1<sup>st</sup> October 2019.

### Population

The eligible senior management positions are defined as Directors, Assistant Directors; and Heads of Service reporting directly to a Director or Assistant Director.

In addition, there are a number of positions designated Senior Professional III that form part of the wider senior management population and are subject to the same terms and conditions and pay review arrangements.

Included in the review are a number of other roles that are on the Haringey payroll but not part of our establishment and whose costs are met by consortia of local authorities.

### Exclusions

Individuals on NHS, Teachers or Soulbury terms and conditions are excluded from the senior managers' pay review as they have their own arrangements.

Summary of Senior Management Roles					
Level	People Leader	Individual Contributor	Grade	People	Posts
A	Chief Executive		HA2	1	1
B	Director / Assistant Director		HB3	1	1
			HB2	8	8
			HB1	6	11
C	Head of Service	Senior Professional III	HC3	11 + 1	13 + 1
			HC2	20 + 5	27 + 6
			HC1	16 + 20	22 + 23

### Budget

The budget for the senior manager pay award will be based on a market adjustment of 2%. There will be no budget for progression.

### Pay Bands

Set out in the table below are the provisional pay bands that will be used for the senior manager pay review.

Pay Bands – Effective from 1 <sup>st</sup> April 2019 – Provisional						
Level	People Leader	Individual Contributor	Step	Min.	Mid. (benchmark)	Max.
A	Chief Executive		HA2	£180,700	£195,400	£210,100
B	Director / Asst. Director		HB3	£142,500	£154,000	£165,600
			HB2	£116,100	£125,500	£134,900
			HB1	£99,600	£107,700	£115,800
C	Head of Service	Senior Professional III	HC3	£84,400	£92,700	£99,000
			HC2	£72,100	£78,300	£84,200
			HC1	£62,200	£67,200	£71,900