

Report for: **General Purposes Committee - 16th January 2024**

Item number:

Title: Pay Policy Statement 2025/26

**Report
authorised by:** Dan Paul, Chief People Officer

Lead Officer: Tanya Patchett, Head of Employee Relations, Business Partners and
Reward

Ward(s) affected: N/A

**Report for Key/
Non Key Decision:** Non-key

1 Describe the issue under consideration

- 1.1 The Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. The Council approved its last Pay Policy Statement at Full Council on 24th March 2024.

2 Cabinet Member Introduction

Not required for General Purposes Committee.

3 Recommendations

- 3.1 That the Committee approves the draft Pay Policy Statement 2025/26, attached at Appendix A.
- 3.2 The Chief People Officer is also authorised in consultation with the Chair of the Committee to make such amendments to the Pay Policy Statement as considered minor.
- 3.3 That the Committee remits the Pay Policy Statement (as amended if applicable) for endorsement by Full Council on 24th March 2025.

4 Reason for Decision

- 4.1 In accordance with sections 38 and 39 of the Localism Act 2011 the Council is required to prepare and by resolution of Full Council, approve a Pay Policy Statement for each financial year by the end of 31st March of the previous financial year.

5 Alternative Options Considered

- 5.1 Not applicable.

6 Background information

- 6.1 The Localism Act 2011 requires relevant authorities to prepare and publish an annual Pay Policy Statement and we have followed the relevant statutory guidance.
- 6.2 The Act does not take away Haringey's powers to make decisions about pay or to set pay policies but do require us to be open about how decisions are made and to promote fair pay in the public sector particularly for lower paid staff.
- 6.3 The Act also stipulates that we should publish our policies towards pay on the Council's website and ensure that these are kept up to date.

7 Contribution to strategic outcomes

- 7.1 The Pay Policy Statement is produced annually to comply with the requirements of the Localism Act 2011.

8 Statutory Officers' comments (Chief Finance Officer (including procurement), Head of Legal and Governance, Equalities

8.1 Chief Finance Officer

- 8.1.1 There are no direct financial implications arising from this report.

8.2 Assistant Director of Legal and Governance

- 8.2.1 For reasons of accountability, fairness and transparency in the setting of pay levels for its workforce, local authorities are required by section 38 of the Localism Act 2011 to prepare a policy statement annually. The purpose of the statement is to provide transparency with regard to the council's approach to setting the pay of its employees (excluding those working in local authority schools).
- 8.2.2 The pay policy statement must contain prescribed information about its highest and lowest paid workers and relationship between the two.
- 8.2.3 The prepared pay policy statement must be approved by the authority by 31 March and be published as soon as is reasonably practicable after approval.

9 Use of Appendices

- 9.1 Appendix A - Haringey Council's Pay Policy Statement

10 Local Government (Access to Information) Act 1985

Not applicable.