



# Pay Policy Statement 2025/26

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## **1 Background**

### **Localism Act 2011 - Openness and accountability in local pay**

- 1.1 Section 38(1) of the Localism Act requires local authorities to produce an annual pay policy statement.
- 1.2 The provisions in the Act do not seek to change the right of each local authority to have autonomy on pay decisions, however, it emphasises the need to deliver value for money for local taxpayers.
- 1.3 This statement has been approved by Full Council on 24<sup>th</sup> March 2025 in accordance with the legislation, and any changes during the year will be brought back to Full Council for adoption at the earliest opportunity.
- 1.4 This statement does not apply to Council employees based in schools.
- 1.5 The Council follows the transparency requirements on remuneration as set out in the Local Government Transparency Code 2015 (“the Code”), published by the Department for Communities and Local Government in February 2015, and the Local Transparency Guidance issued on 30 November 2015 by the Local Government Association.
- 1.6 Part of the Code includes publishing information relating to senior salaries within a local authority. A full list of all posts that are paid £50,000 or more per year that fall within the scope of the Accounts and Audit Regulations 2015 is published on the Council’s website.

## **2 Governance arrangements for pay and conditions of service within Haringey**

- 2.1 The General Purposes Committee as referred to in the Council’s constitution Part three, section B under its Terms of Reference has responsibility for the terms and conditions of service for all employees. The General Purposes Committee is a Committee of Full Council.
- 2.2 The General Purposes Committee is accountable for the remuneration of Corporate Directors, Directors and specified Statutory Officers as detailed in the Council’s Constitution and pay in general and will ensure that remuneration is set within the wider pay context giving due consideration to the relationship between the highest and lowest paid in the organisation. Job titles may vary. This Committee will remit the Pay Policy Statement for approval by Full Council.

## **3 Remuneration arrangements of the Chief Executive, Corporate Directors, Directors and Heads of Service/Senior Professional III graded employees**

- 3.1 The Council benchmarks its pay rates with other London Boroughs to ensure that it is able to recruit and retain qualified and competent employees. Changes to pay bands for the Chief Executive, Corporate Directors, Directors and Heads of Service/Senior Professional III graded employees are approved by the General Purposes Committee, other than for annual nationally and/or regionally agreed increases. The pay bands can be found at Appendix A.

- 3.2 Where it is proposed to appoint to a Corporate Director or Director post or other Statutory Officer post that comes within the remit of the Committee in the Constitution, the Appointments Panel must consider and approve the proposed salary.
- 3.3 The salary applicable to Corporate Director and Director graded posts are published on the Council's website.
- 3.4 Pay scales are increased in line with national and regional pay agreements. Progression through the applicable pay band will be contribution led based on individual, team and/or organisation performance. It will not be automatic, and the process will be overseen by the Chief Executive. The Chief Executive may decide not to authorise pay progression for any senior managers in any given year.
- 3.5 The Council may in exceptional circumstances, engage employees under contracts for services. The Council publishes in accordance with the Code details of all payments made under contracts for services in excess of £500 per day on the Council website.

#### **4 Remuneration of other employees**

- 4.1 Pay scales are increased in line with national and regional pay agreements.
- 4.2 For a majority of its employees who are not covered by local arrangements, the Council supports the National Joint Council (NJC) and regional (Greater London Provincial Council – GLPC) collective bargaining arrangements for pay and conditions of service and utilises the GLPC outer London pay spine. The exceptions to this are a small number of employees who are subject to the Soulbury, Teachers, Craft (Red Book), NHS and Fusion terms and conditions
- 4.3 The Council considers it important to be able to locally determine pay rates for some employees where this is necessary. This enables it to respond to regional and local labour market conditions. The Council benchmarks its pay rates with other London Boroughs to ensure that it is able to recruit and retain qualified and competent employees.
- 4.4 The Council employs a small number of employees who are Educational Psychologists and Education Advisers/Inspectors and uses the pay scales recommended by the Soulbury Committee for these employees.
- 4.5 The Council also employs a small number of centrally employed Teachers and uses the national Teachers Pay and Conditions (TPAC) pay scales for these employees.
- 4.6 As a result of a Transfer of Undertakings, Protection of Employment (TUPE), the Council employs a small number of employees on JNC Craftworkers (Red Book) terms and conditions. A productivity payment scheme is part of the TUPE terms and conditions for these employees.

- 4.7 Public Health employees who transferred from the NHS into the Council from 1 April 2013 continue to be paid in accordance with NHS terms and conditions of employment.
- 4.8 Employees subject to NHS conditions are able to progress through the steps in their pay band subject to the principles set out in the Framework Agreement on the reform of Agenda for Change.
- 4.9 Employees subject to NJC conditions are able to incrementally progress through the pay spine column points for their job evaluated grade. Progression will normally be one increment (pay spine column point) on the 1<sup>st</sup> of April each year until they reach the top of their grade.
- 4.10 Employees subject to STPAC and Soulbury conditions can incrementally progress through the pay spine column points subject to satisfactory performance normally on the 1<sup>st</sup> of September each year until they reach the top of their grade/ range.
- 4.11 The Council also operates other terms and conditions, as required by law, for employees who have transferred in under TUPE legislation.

## **5 Remuneration of the lowest-paid employees**

- 5.1 The Council approved with effect from May 2011 that in future the pay of Council employees at the lower ends of the pay spine receive a level of pay in line with the London Living Wage rate as determined from time to time by the Greater London Authority. This will be by way of an hourly pay supplement as appropriate to ensure that the London Living Wage rate is achieved.
- 5.2 In November 2018 the Council became an accredited Living Wage Employer.

## **6 Job Evaluation**

- 6.1 The pay grades and therefore remuneration levels of employees (except for centrally employed Teachers who are subject to the Teachers Pay and Conditions documents) are determined by the use of a job evaluation scheme. Job Evaluation is a systematic process used to determine the relative worth of jobs within the organisation. It creates a rank order from the smallest to the largest job and ensures that consistent decisions in grades and rates of pay are made.
- 6.2 The table at Appendix B outlines the job evaluation schemes used for each group of employees.

## **7 Pay Multiple**

- 7.1 The 'pay multiple' is the ratio between the highest paid taxable earnings and the median earnings figure of the whole of the Council's workforce. The Council's highest paid employee is the Chief Executive and the current pay multiple is shown in the table below.

- 7.2 Earnings for the purpose of calculating the 'pay multiple' are defined covering all elements of remuneration that can be valued (i.e. all taxable earnings for including base salary, variable pay, bonuses, allowances and the cash value of any benefits in kind). The calculation of earnings excludes the cash value of pension provision.
- 7.3 The Council defines its lowest paid employees as those paid on the lowest pay spine point of 2 on the GLPC outer London pay spine. The reason for this definition is that this is the lowest pay spine point in the Council in line with the job evaluation scheme and pay scales agreed with the unions. This excludes trainees, apprentices and interns. However, an hourly pay supplement is added when necessary to ensure that the London Living Wage rate is achieved as outlined at section 5.1.

Description	2024/25
Highest Paid	£229,962
Median	£41,442
Lowest	£25,998
Highest to median ratio	5.5
Highest to Lowest ratio	8.8

\*The salary for the highest paid employee (Chief Executive) includes an allowance paid for Returning Officer duties as outlined in paragraph 10.2

## 8 Pay on Appointment

- 8.1 All employees are normally appointed on the lower half of the pay range appropriate for their grade.
- 8.2 The Council delegates authority to the Chief Executive and Corporate Directors as appropriate to appoint employees above this part of the pay range.

## 9 Market Allowance Payments

- 9.1 The Council acknowledges that our workforce is our most valuable asset when it comes to enabling and delivering services for those who live, work, study or visit the borough. Due to external market factors, allowances may need to be paid to some posts in order to attract and retain employees of the appropriate calibre.
- 9.2 Market allowances are linked to the post, not the person. They cannot be paid to someone because of their level of skill or experience.
- 9.3 A market allowance is deemed suitable where there is evidence of one or more of the following:
- The post has been advertised on more than one occasion and a suitable applicant could not be recruited.
  - Pay benchmarking exercises show that similar local authorities offer market allowances or a higher salary for the same work.

- A national / local skills shortage where the Council is competing with a number of other employers for applicants.
- The post is highly specialised with a limited number of potential applicants.

9.4 If the post does not meet the suitability criteria the payment of a market allowance is unjustified and may be in breach of equal pay legislation contained in the Equality Act 2010.

## **10 Fees for Election Duties**

10.1 Council employees may be engaged on election duties of varying types. The fees paid to Council employees for undertaking these election duties vary according to the type of election they participate in, and the nature of the duties they undertake.

10.2 Fees paid for Returning Officer duties (and those of the Deputy Returning Officers) are paid in accordance with the appropriate Fees and Charges Order and are paid by the body responsible for the conduct of the election.

## **11 Pension**

11.1 There are two pension schemes covering the Council's employees.

11.2 A majority of its employees are entitled to join the Local Government Pension Scheme and receive benefits in accordance with the provisions of that Scheme as applied by the Council. Details of the Council's policy and decisions in respect of discretionary elements of the Scheme are published on the Council's website.

11.3 Centrally employed Teachers are entitled to join the Teachers' Pension Scheme and receive benefits in accordance with the provisions of that Scheme.

## **12 Other Terms and Conditions of Employment**

12.1 The Council's employment policies and procedures are reviewed on a regular basis in the light of service delivery needs and any changes in legislation etc.

12.2 The Council and Trade Union agreement, Equal Pay Review 2008, outlined the working arrangements and the payments to be made to the majority of employees below senior manager level. This included arrangements for working outside normal working hours including overtime and call out payments.

## **13 Payments on Termination of Employment**

13.1 In the event that the Council terminates the employment of an employee on the grounds of redundancy they will receive compensation and benefits in accordance with the Council's Redundancy scheme, which is published on the Council's website. Variations to this are employees who have TUPE transferred into the Council with different contractual entitlements.

- 13.2 Severance payments of £100,000 or more must be considered and approved by the Disciplinary, Grievance and Dismissal Panel.
- 13.3 The Council has agreed a process for the approval of special severance payments in line with the statutory guidance from the Government.
- 13.4 Details of redundancy compensation payments paid to senior management are published on the Council's website.

## **14 Re-employment of Employees**

- 14.1 Section 7 of the Local Government and Housing Act 1989 requires that every appointment to paid office or employment in a local authority shall be made on merit.
- 14.2 Should a successful candidate be in receipt of a redundancy payment the Council will apply the provisions of the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999 (as amended) regarding the recovery of redundancy payments. The rules of the Local Government Pension Scheme also have provisions to reduce pension payments in certain circumstances to those who return to work within local government service.

## **15 Further Information**

For further information on the Council's Pay Policy Statement please contact the Council's Head of Employee Relations, Business Partners and Reward.

## Senior Leadership Pay Bands - 1<sup>st</sup> April 2024

Level	Category	Step	Point 1 (Minimum Pay Band)	Point 2	Point 3	Point 4	Point 5	Point 6 (Maximum Pay Band)
<b>A</b>	Chief Executive	HA2	£201,897	£207,174	£212,454	£217,731	£223,005	£228,279
<b>B</b>	Corporate Directors / Directors	HB3	£159,687	£164,856	£169,920	£175,089	£180,147	£185,316
		HB2	£130,401	£134,598	£138,801	£142,998	£147,198	£151,395
		HB1	£112,203	£115,755	£119,415	£122,967	£126,633	£130,185
<b>C</b>	Heads of Service/ Senior Professional III	HC3	£95,403	£98,634	£101,865	£105,204	£108,435	£111,663
		HC2	£81,729	£84,423	£87,114	£89,910	£92,604	£95,295
		HC1	£70,854	£73,008	£75,162	£77,313	£79,470	£81,621



## Appendix B

Employee Group	Job Evaluation Scheme	Last Pay Award Implemented	Next Pay Award Due
<b>National Joint Council (NJC) for Local Government Services - Green Book</b> (the majority of the Council's employees)	Greater London Provincial Council (GLPC) (with local variations)	With effect from 1 <sup>st</sup> April 2024:  A consolidated increase of £1,491 on Outer London pay points up to pay point 48 and 2.5% on pay points above this.  Allowances, including overtime rates, increased by 2.50%.	1 April 2025
<b>Chief Executive</b>	The Local Government Employers' (LGE) Senior Manager Evaluation Scheme	With effect from 1 April 2024:  A consolidated increase on all full-time spinal points of 2.5%	1 April 2025
<b>Chief Officers</b>	The Local Government Employers' (LGE) Senior Manager Evaluation Scheme	With effect from 1 <sup>st</sup> April 2024:  A consolidated on all full-time spinal points of 2.5%.	1 April 2025
<b>Schools Teachers Pay &amp; Conditions - STPAC</b> (centrally employed Teachers)	Teachers Pay and conditions documents	With effect from 1 <sup>st</sup> September 2024:  The government accepted to fully implement the recommendations contained in the School Teachers' Review Body's (STRB) Report.  a) 5.5% uplift to all pay points and allowances for both teachers and leaders.	1 September 2025
<b>Soulbury</b> (Education Psychologists & Education Advisers/ Inspectors)	Soulbury	With effect from September 2023:  a) An increase of 4.0% on all spinal column points with effect from 1 September 2023. b) An increase of 3.88% on all allowances with effect from 1 September 2023. c) Changes to the Soulbury pay spines with effect from 1 September 2023.	1 September 2024
<b>Public Health</b> (ex-NHS employees)	The Agenda for Change NHS Job Evaluation Scheme (GLPC or LGA scheme for those whose roles have been reviewed since the transfer date to the Council)	With effect from 1 April 2024:  A consolidated 5.5 % increase in basic pay for all pay points.	1 April 2025
<b>Craft workers</b>	Joint Negotiating Committee (JNC)	With effect from 1 April 2024:  £1,290 on basic salary and 2.50%on allowances	1 April 2025
<b>Fusion (TUPE)</b>	N/A (GLPC or LGE scheme for those whose roles have been reviewed since the transfer date to the Council)	With effect from 1 November 2024:  All pay points are at least the LLW (London Living Wage) hourly rate, adjusted annually as needed.	1 November 2025 (LLW uplift)