



Haringey Council

Report for:	Staffing and Remuneration Committee –19 February 2015	Item Number:	
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Title:	Pay Policy Statement 2015/16
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Report Authorised by:	Tracie Evans – Chief Operating Officer
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Lead Officer:	Nicola Mathieson – Human Resources
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Ward(s) affected: ALL	Report for Key/ Non Key Decisions: Non Key Decision
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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 most recent Pay Policy Statement in July 2014.
- 1.2 The attached Pay Policy Statement provides an update for publication in April 2015.

2 Cabinet Member introduction

- 2.1 Not applicable

3 Recommendations

- 3.1 That the Committee approve the revised Pay Policy Statement 2015/16, attached at Appendix A, on the assumption that the Committee has agreed at its meeting on 19th February 2015 that the Performance Management Scheme for Chief Officers and Senior Managers (“ the Scheme”) should terminate by a date on or before 31st March

2015 and that the Committee is legally advised that the Scheme will not be in operation after 31st March 2015 to any extent.

- 3.2 In the event that at its meeting on the 19th February 2015 the Committee does not agree that the Scheme should terminate by a date on or before 31st March 2015, or that it receives legal advice that the Scheme will be in operation after 31st March 2015 to any extent, then the Interim Assistant Director of Human Resources and Organisation Development is authorised in consultation with the Chair of Committee to make such amendments to the Pay Policy Statement as she considers appropriate to reflect that fact.
- 3.3 That the Committee remits the Pay Policy Statement (as amended if applicable) for endorsement by council on 23rd March 2015.

4 Background

- 4.1 The Localism Act 2011 requires relevant authorities to prepare and publish an annual Pay Policy Statement.
- 4.2 Under this legislation the Council is obliged to state how the pay of senior managers is determined. In addition, the supplementary guidance issued under section 40 of the Localism Act requires full Council to be given the opportunity to vote on any proposed payment upon appointment or termination of employment of £100,000 or more.
- 4.3 It is not proposed that the approval of payment upon appointment or termination of employment of £100,000 per annum or more should be reserved to Full Council. To do so would create unnecessary delay in either appointing or finalising the termination of the employment an officer. The risks of this are that the Council may lose a potential appointee whilst they wait for a salary approval. In the case of a termination of employment by way of agreement the officer's employment could not be ended until the severance payment was agreed. This would create an unnecessary cost as the officer would need to remain on full pay until this decision was taken. The Committee's current terms of reference provide that it is required to consider and approve payment upon appointment or termination of employment of £100,000 per annum or more.

5 Comments of Chief Finance Officer and Financial implications

- 5.1 There are no specific financial implications arising from the contents of this report.

6 Comments of Head of Legal Services and legal implications

- 6.1 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 31 March of the previous financial year. In addition the Council may resolve to amend its Pay Policy Statement at any time during the financial year. As soon as is reasonably practicable following approval the statement must be published including publication on the Council's website.

- 6.2 The Council is under a duty to have regard to any guidance issued or approved by the Secretary of State. Guidance issued under section 40 of the Localism Act 2011 has been taken into account in the preparation of this Pay Policy Statement.
- 6.3 The Accounts and Audit (England) Regulations 2011 (“ the Regulations”) require the Council to include in its annual accounts a note of the remuneration of senior employees . “Senior employees” are defined by the Regulations as employees whose salary is £150,000 or more per year and certain other employees whose salary is £50,000 or more per year, such as the Chief Executive, statutory Chief Officers and non – statutory Chief Officers.
- 6.4 The Government has issued in October 2014 under section 2 of the Local Government, Planning and Land Act 1980 a Local Government Transparency Code . The requirements of the Code have been taken into account in the preparation of this Pay Policy Statement. These requirements include the publication of an organisation chart covering staff in the top three levels of the organisation, the publication of a list of responsibilities and details of bonuses and benefits in kind for senior employees as defined by the Regulations whose salary exceeds £50,000, and the publication of a “pay multiple”, being the ratio between the highest paid salary and the median salary of the whole of the Council’s workforce.
- 6.5 The Pay Policy Statement fulfils all the requirements of the Localism Act 2011.

7. Equalities and Community Cohesion Comments

- 7.1 The pay policy statement supports the Council’s approach to remuneration for its workforce in an accountable, fair and transparent way. This therefore supports the Council’s equalities policy and promotes equal pay.

8. Policy implications

- 8.1 The Pay Policy Statement supports the Council’s Workforce Plan and its approach to remuneration for the workforce.

9. Use of Appendices

- 9.1 Appendix A – Pay Policy Statement

10. Local Government (Access to Information) Act 1985

- 10.1 No documents that require listing were used in the preparation of this report.