

Reward Principles

Overall Reward Principles

Haringey aims to apply a consistent and fair approach to reward for all employees, in line with the following principles:

- We will aim for consistency and fairness in the processes we use to manage reward.
- We will ensure that our reward processes and policies are transparent and accessible to all employees.
- We will be mindful of the external market in making decisions about pay and benefits.
- We will be clear about how we recognise and reward performance, whether at organisation, team or individual level.
- We will retain a core set of benefits for all employees.

Senior Management Reward Principles

1. Base pay determination
 - Base pay will be determined by:
 - The role and where it sits in the organisation. All senior management roles will be evaluated using the Hay Guide Chart methodology.
 - Reference to the external market, through regular participation in relevant pay surveys.
 - Individual factors, including capability in the role demonstrated through growth in skills or role.
 - Relevant internal pay comparisons.

- Pay bands for senior management will consist of open ranges without incremental points.

2. Pay reviews

- Base pay for the Senior Management population will be reviewed, but not necessarily increased, annually.
- The amount available for the pay review process is also impacted by what Haringey can afford.
- The budget for senior management pay reviews will be set by the Staffing & Remuneration Committee based on the recommendations of the Senior Leadership Team (SLT), Finance and Human Resources.
- Progression through the pay band will not be automatic and will be determined by recommendations from the SLT.

3. Pay on appointment

Hiring managers will be provided with relevant pay data by Human Resources prior to any appointment. This will assist in forming a view about the pay range within which Haringey is prepared to appoint.

Account will be taken of any internal pay relationships, with respect to staff doing the same or similar roles.

4. Pay review dates

The main pay review for Senior Management will normally be in April each year, however, provision will be made for a supplementary review in October to review, but not necessarily increase, the pay of individuals who for one reason or another were not eligible for a pay review in April. Such awards will not be backdated.