

REPORT OF STAFFING & REMUNERATION COMMITTEE No. 01/2015-16

COUNCIL 17 MARCH 2016

Chair: Councillor Kaushika Amin

INTRODUCTION

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 March 2015.

This report from the Staffing & Remuneration Committee of 26 January 2016 recommends Full Council to approve the Pay Policy Statement 2016/17 (attached as Appendix B) for publication in April 2016.

PAY POLICY STATEMENT 2016/17

We considered the report on the Pay Policy Statement 2016-17. We were advised that the Council had approved its last Pay Policy Statement in March 2015, and that the Pay Policy Statement appended to the report was an updated version for publication in April 2016, subject to approval by Full Council in March 2016.

We asked whether the trade unions had been consulted on the updated Pay Policy Statement, in response to which we were advised that discussions had been held with the trade unions and there were no issues arising. We noted that the main content of the Pay Policy Statement remained broadly the same as previously, with the exception of the new arrangements relating to Senior Managers' Pay.

- i) We approved the draft Pay Policy Statement 2016/17, attached at Appendix A to this report, on the following assumption:
 - a) That by 1st April 2016 all the Chief Officers and Senior Managers whose current contracts incorporate a collective agreement or collective agreements have accepted the final versions of the employment contracts approved by the Staffing and Remuneration Committee at its meeting on 26th January 2016, such contracts containing a clause that there are no collective agreements relating to the terms and conditions of the employee's employment with Haringey.
- ii) We resolved that if assumption a) above proved to be incorrect then the Assistant Director of Human Resources was authorised in consultation with the Chair of the Staffing and Remuneration Committee to make such amendments to the Pay Policy Statement as she considered appropriate to reflect the correct factual position.

- iii) We also resolved that the Assistant Director of Human Resources was also authorised in consultation with the Chair of the Staffing and Remuneration Committee to make such amendments to the Pay Policy Statement as she considered minor.

Following our meeting on 26th January 2016 the Assistant Director of Human Resources, in consultation with our Chair, made the following changes to Appendix A :-

Section	Change	Reason for change
Front Page	Removed the word 'Draft'	This is now the final version for publishing
Paragraph 1.6	Added the following wording after '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'	This has been added to ensure that published information is aligned and consistent with the Accounts and Audit Regulations 2015.
Paragraph 4.2	Added sub paragraphs a to d. Sub paragraph 'e' was previously paragraph 4.2 with the exception of the word 'Otherwise' which has since been added.	This has been added to reflect the pay arrangements for Senior Managers and Chief Officers before and after 1 st April 2016 and the implications if employees do not agree to the new contract.
Appendix B Employee Group NJC	Wording in the 'Next Pay Award due' column has changed from (Proposed pay offer has been put forward – awaiting outcome Dec 2015) to (Pay Award to be confirmed).	To reflect that the National Pay Award is still to be confirmed for this group of staff.
Appendix B Employee Group Chief Executive, Chief Officers and Senior Managers	Wording in the 'Next Pay Award due' column has changed from (subject to outcome of Annual Pay Review) to (An increase of 1% on the benchmarks of the pay bands).	To reflect the decision made at the Staffing & Remuneration Committee meeting on 26 th January 2016.

WE RECOMMEND

That Full Council approves the Pay Policy Statement 2016/17, amended as explained in this report and attached as Appendix B, at its meeting on 17th March 2016.