

## Senior Manager Pay Review

In April 2016 we implemented major changes to the pay and grading arrangements for senior managers as part of our Modern Reward Strategy programme.

Part of these changes involved the adoption of a set of principles regarding the conduct of future pay reviews which included:

- Base pay will be reviewed, but not necessarily increased, each year; and any pay award would be linked to the individual's contribution.
- The amount available for the pay review process will be impacted by what the Council can afford.
- The budget for the pay review will be set by the Staffing & Remuneration (S&R) Committee based on the recommendations of the Senior Leadership Team (SLT), Finance and Human Resources.
- 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.

In February 2017 the S&R Committee agreed the parameters of the Senior Managers Pay Review for April 2017 as follows:

- A notional budget was set for the pay review and the amount will be distributed proportionately but in accordance with the final agreed pay decision matrix.
- My Conversation outcomes will be used as evidence of an individual's contribution to the Council and the results will populate the pay decision matrix.
- To be eligible for the 2017 pay review individuals must have been employed on or before 1<sup>st</sup> October 2016, have successfully passed their probationary period, and hold a senior management position on 1<sup>st</sup> April 2017.
- Final pay awards will be calculated as a percentage of the benchmark salary for each role.
- Senior manager pay bands will be uplifted by 1% of the benchmark w.e.f 1<sup>st</sup> April 2017.

The Senior Manager Pay Review has now been concluded and the final Pay Decision Matrix is set out below:

Pay Decision Matrix		
Task Motivated	Strong Achiever	Excellent Achiever
1.8%	2.2%	2.4%
Task Focused	Haringey Gold	Ambitious Achiever
1.5%	2.0%	2.2%
Scope to Improve	Values Driven	Values Motivated
1.0%	1.5%	1.8%

Pay increases will be reflected in April 2017 payslips.

Revised Senior Manager Pay Bands – Effective from April 2017					
Grade	Job Level	Step	Minimum	Benchmark	Maximum
HA2A	Senior Leadership Team	2	£175,400	£189,700	£203,900
HA1A		1	£137,600	£148,700	£159,800
HB2A	Director / Assistant Director	2	£112,100	£121,200	£130,300
HB1A		1	£95,700	£103,500	£111,300
HC3A/B/C	Head of Service / Senior Professional III	3	£81,600	£88,200	£94,700
HC2A/B/C		2	£69,300	£74,900	£81,500
HC1A/B/C		1	£59,200	£63,900	£68,700

Human Resources  
April 2017