

Conduct of the Senior Managers' Pay Review for 2018

Overview

One of the key principles of the new Senior Managers' Pay and Grading arrangements was the concept that an individual's salary would be reviewed, but not necessarily increased each year; and any pay award would be linked to the individual's contribution.

This principle has been embodied in the new senior management contracts of employment that were effective from 1st April 2016.

Having severed the link with the outcomes of the Joint Negotiating Committee for Chief Officers of Local Authorities (JNC) we need an arrangement for the pay review in April 2016 that will transition the Council to the new arrangements for senior managers.

We have set out below the main parameters for the conduct of the pay review for 2018.

Eligibility

To be eligible for the 2018 pay review individuals must have been employed on or before 1st October 2017 and have successfully passed their probationary period, and hold a senior management position as set out below on 1st April 2018.

Senior managers employed after 1st October 2017 will be eligible for consideration in the supplementary review planned for 1st October 2018.

Population

The eligible senior management positions are defined as the Strategic Leadership Team (SLT), Directors and Assistant Directors; and Heads of Service reporting directly to a Director, Assistant Director or a member of the SLT.

In addition, there are a number of positions designated Senior Professional III that form part of the wider senior management population and are subject to the same terms and conditions and pay review arrangements.

There are also a number of other roles that are on the Haringey payroll but not part of our establishment and whose costs are met by consortia of local authorities.

Exclusions

Individuals on NHS, Teachers or Soulbury terms and conditions are excluded from the senior managers' pay review as they have their own arrangements.

Summary of Senior Management Roles					
Level	People Leader	Individual Contributor	Grade	People	Posts
A	Senior Leadership Team		HA2	1	1
			HA1	2	2
B	Director / Assistant Director		HB2	6	7
			HB1	10	12
C	Head of Service	Senior Professional III	HC3	9	12
			HC2	26 + 6	27 + 7
			HC1	20 + 16	27 + 19

Budget

The budget for the senior manager pay award will be based on 2% of the aggregated benchmarks (midpoint) of the senior manager pay bands as set out below.

Pay Decision Matrix

The senior manager population will be using the My Conversation tool to gather evidence of their contribution to the Council and populate the map which assesses both their performance outcomes and values and behaviours.

How the senior management population are using My Conversation will be tracked throughout the 2017/18 performance year and the results will be used to populate the pay decision matrix for April 2018.

The pay award matrix set out below is for illustrative purposes. The actual percentages may be adjusted to ensure that the overall cost of the senior manager pay award is kept within the budget set by the Staffing & Remuneration Committee.

Pay Award Matrix - Provisional			
Performance (Results)	2%	Up to 2.5%	Up to 3%
	Not less than 1.5%	2%	Up to 2.5%
	Not less than 1%	Not less than 1.5%	2%
	Behaviours		

Pay Awards

Pay awards will be calculated as a percentage of the benchmark position for each role. By using this approach the pay award amount will be the same for everyone in the pay band, although the percentage increase will be greater for someone near the minimum of the pay band and smaller for someone near the maximum of the pay band.

Example					
Pay Band	Minimum	Benchmark	Maximum	Pay Award	
Level C Step 1	£59,700	£64,500	£69,300	1%	£645
Employee	Current Salary	Increase (£)	New Salary	Increase (%)	
Employee A	£60,000	£645	£60,645	1.08%	
Employee B	£68,000	£645	£68,645	0.95%	

Pay Bands

Set out in the table below are the provisional pay bands that will be used for the senior manager pay review.

Pay Bands – Effective from 1 st April 2018 – Provisional						
Level	People Leader	Individual Contributor	Step	Min.	Mid. (benchmark)	Max.
A	Senior Leadership Team		Step 2	£177,200	£191,600	£206,000
			Step 1	£138,900	£150,200	£161,500
B	Director / Asst. Director		Step 2	£113,200	£122,400	£131,600
			Step 1	£96,700	£104,500	£112,300
C	Head of Service	Senior Professional III	Step 3	£82,400	£89,100	£95,800
			Step 2	£69,900	£75,600	£81,300
			Step 1	£59,700	£64,500	£69,300