



GOVERNANCE COMMITTEE

REPORT

14 March 2012

Subject Heading:	Pay Policy Statement 2012/13
CMT Lead:	Andrew Blake-Herbert Group Director: Finance & Commerce Andrew.BlakeHerbert@havering.gov.uk 01708 432201
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Policy context:	High performing public services delivering excellent value for money. A transparent, less bureaucratic and open Council.
Financial summary:	There are no specific financial implications
Has an Equality Impact Assessment (EIA) been carried out?	No

The subject matter of this report deals with the following Council Objectives

Ensuring a clean, safe and green borough	<input type="checkbox"/>
Championing education and learning for all	<input type="checkbox"/>
Providing economic, social and cultural activity in thriving towns and villages	<input type="checkbox"/>
Valuing and enhancing the lives of our residents	<input type="checkbox"/>
Delivering high customer satisfaction and a stable council tax	<input checked="" type="checkbox"/>

SUMMARY

1. The Localism Act 2011 requires the Council to prepare a pay policy statement by the 31 March each year before it comes into force. The pay policy statement must be approved by a full meeting of the Council and published on the Council's website.

2. This report sets out the Council's Pay Policy Statement 2012/13 for consideration by the committee prior to its submission to Council on 28 March 2012.

RECOMMENDATIONS

That the Committee **RECOMMEND** to Council that the Pay Policy Statement attached at Appendix 1 be approved.

REPORT DETAIL

1. The Localism Act 2011 requires the Council to prepare a pay policy statement by the 31 March each year before it comes into force. The pay policy statement must be approved by a full meeting of the Council and published on the Council's website.
2. The Council's pay policy statement must set out:
 - The remuneration of the its Chief Officers
 - The remuneration of its lowest-paid employees
 - The relationship between the remuneration of its Chief Officers and its other employees
3. Under the Localism Act 2011, Chief Officers in Havering are defined as the following roles:
 - Chief Executive
 - Group Directors
 - Assistant Chief Executive/Assistant Director
 - Heads of Service
 - Joint Director for Public Health
4. The Council's draft Pay Policy Statement 2012/13 is attached at Appendix A.
5. The Committee is asked to recommend to Council (28 March 2012) that the Pay Policy Statement 2012/13 be approved.

IMPLICATIONS AND RISKS

Financial implications and risks:

There are no specific financial implications or risks.

Legal implications and risks:

The Localism Act 2011 requires the Council to prepare a pay policy statement by the 31 March each year before it comes into force.

Human Resources implications and risks:

There are no specific implications or risks.

Equalities implications and risks:

There are no specific implications or risks.

BACKGROUND PAPERS

There are no background papers.