



REPORT OF THE GOVERNANCE COMMITTEE

PAY POLICY STATEMENT, 2012/13

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.

The Council's pay policy statement must set out:

- The remuneration of its Chief Officers
- The remuneration of its lowest-paid employees
- The relationship between the remuneration of its Chief Officers and its other employees

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

The Council's draft Pay Policy Statement 2012/13 is attached appended.

The Committee RECOMMENDS to Council that the Pay Policy Statement, 2012/13 be approved.

Council, dd mmmm 201y