



## REPORT OF THE CHIEF EXECUTIVE

**Full Council: 26 March 2025**

### **PAY POLICY STATEMENT 2025/26**

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 those remunerated on the following grades:

- G18 (Chief Executive)
- G17 (Strategic Director)
- G16 (Director)
- G15/G14/G13 (Assistant Director/Deputy Director)

The Council's draft Pay Policy Statement 2025/26 is appended.

**The Chief Executive RECOMMENDS to Council that the Pay Policy Statement, 2025/26 be approved.**