

REPORT FOR: COUNCIL

Date of Meeting:

21 November 2016

Subject:

**INFORMATION REPORT –
Remuneration packages of £100,000 or
greater**

Exempt:

No

Enclosures:

None

Section 1 – Summary

This report sets out a summary of the latest remuneration package of employment amounting to £100,000 or greater approved by the Chief Officers' Employment Panel.

FOR INFORMATION

Section 2 – Report

Background

1. The Localism Act 2011 requires Local Authorities to agree and publish an annual Pay Policy Statement.
2. DCLG guidance ('Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011').states that that full Council should be asked to determine whether it wishes to vote on any remuneration package or payment on termination of employment amount to £100,000 or greater.
3. The statutory guidance states: 'Remuneration includes salary, expenses, bonuses, performance related pay, as well as contractual arrangements involving possible future severance payments'. Authorities are required to take account of this guidance when preparing their pay policy statements.
4. The Council delegates authority to the Chief Officers' Employment Panel for determination of any remuneration package of £100,000 or payment on termination of employment amount to £100,000 or greater. Council also agreed that a summary of any remuneration packages or payments on termination of employment amounting to £100,000 or greater approved by the Chief Officers' Employment Panel be reported for information to full Council.
5. Since the last report to Council, the Chief Officers' Employment Panel has approved a remuneration package for the following post:

Remuneration Packages

6. The statutory guidance states: '*Remuneration includes salary, ...expenses, bonuses, performance related pay, as well as contractual arrangements involving possible future severance payments*'.
7. Since the last report to Council, the Chief Officers' Employment Panel has approved remuneration packages for the following post:

Divisional Director of Housing

8. The post has been filled since July 2009 on a contractor basis with an

annual cost of £158,818.40 (including on costs and agency admin fee). The post was previously graded at D1 - £81,321 - £95,880 (from 1st April 2016).

9. The post was re-evaluated by HR in August 2016 and graded as D2 - £101,767 - £114,459 (from 1st April 2016).

10. Benchmarking information was provided to the panel to support their decision making:

London Borough	Pay Scale
Waltham Forest	Director of Housing £101,990 to £110,090 (Currently advertised)
Hackney	Director – Housing Up to £125k
Redbridge	Director of Environment, Housing and Community Services £130,000 - £134,999
Hounslow	Director Housing Max Salary for Grade: £119,159 (1 March 2016)
Ealing	Director of Built Environment Max Salary for Grade £110,910 (April 2016)

11. The panel agreed the remuneration package on 1st November 2016 and interviews then took place. A candidate has been successfully appointed.

Section 3 – Further Information

None

Section 4 – Financial Implications

A breakdown of the post funding is provided below:

Housing Revenue Account - 80%
General Fund – 20%

The element of the post's salary charged to the GF would be c.£27k at the bottom of the scale and c.£31k at the top of the scale. There is a general fund budget provision of £28k. Additional budget would have to be found within existing directorate resources if required.

Section 5 – Equalities Implications

Equality Impact Assessments, where appropriate, have been carried out and published.

Name: Dawn Calvert



Chief Financial Officer

Date: 22 November 2016

Section 6 - Contact Details and Background Papers

Contact: Samantha Reilly, HR Business Partner,

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Background Papers:

Reports to the Chief Officers' Employment Panel: 1st November 2016