

# **Council**

## **SUPPLEMENTAL SUMMONS**

**DATE: Thursday 13 November 2014**

10. **AMENDMENTS TO THE COUNCIL'S PAY POLICY STATEMENT 2014/15**  
(Pages 1 - 20)

Report of Interim Head of Paid Service

This page is intentionally left blank

**COUNCIL**  
**13 NOVEMBER 2014**

**AMENDMENTS TO THE COUNCIL'S PAY**  
**POLICY STATEMENT 2014/15**

This page is intentionally left blank

## **REPORT FOR: COUNCIL**

---

<b>Date of Meeting:</b>	13 <sup>th</sup> November 2014
<b>Subject:</b>	<b>Amendments to the Council's Pay Policy Statement 2014/15</b>
<b>Responsible Officer:</b>	Paul Najsarek, Interim Head of Paid Service
<b>Exempt:</b>	No
<b>Wards affected:</b>	n/a
<b>Enclosures:</b>	Appendix 1 – Revised Pay Policy Statement 2014/15

### **Section 1 – Summary**

This report sets out proposed amendments to the Council's Pay Policy Statement 2014/15.

**Recommendations:**

The Council is requested to:

Agree the revised Pay Policy Statement 2014/15 for publication on the Council's website

## **Section 2 – Report**

### **Background**

The Localism Act 2011 (the Act) became statute in November 2011. The Act introduced the requirement for Local Authorities to prepare and approve an annual Pay Policy Statement commencing 2012/13. The statement must be prepared and approved by 31 March each year and must be published as soon as reasonably practicable following approval.

The Department for Communities and Local Government (DCLG) has published statutory guidance on 'Openness and accountability in local pay' and authorities in England are required to have regard to the guidance when preparing their pay policy statements.

The Pay Policy Statement 2014/15 agreed by Council at its meeting on 27 February 2014 was drafted to meet the requirements of the Act. It set the context for the Council's pay policy and detailed the Council's approach to pay and remuneration for its employees and specifically its senior managers and lowest paid employees. The revised Pay Policy Statement at Appendix 1 has been amended to reflect subsequent changes as detailed below.

### **Proposed Amendments**

**Context** – This section has been revised to reflect the vision of the new administration.

**Remuneration of Senior Management (Chief Officers)** – This section has been revised to reflect the Cabinet decision to re-instate the post of Chief Executive in the Council's management structure.

**Pay Multiple** – This section has been revised to reflect the Cabinet decision to re-instate the post of Chief Executive in the Council's management structure.

**Payments on Termination of Employment** - This section has been revised based on the recommendation to Council to change the constitution and the committee to which determination of any payments on termination of £100,000 or greater are delegated.

Council are recommended to agree the revised Pay Policy Statement 2014/15

## **Section 3 – Further Information**

None

## **Section 4 – Financial Implications**

The financial implications of the Pay Policy were included within the Revenue

Budget for 2014/15 and the MTFs agreed by Council in February 2014. Any costs incurred in re-instating the post of Chief Executive 2014/15 will be funded from the Transformation and Priority Initiatives Fund (TPIF) with the ongoing costs dealt with in the 2015/16 budget process.

## **Section 5 – Equalities Implications**

The Council seeks to reduce income inequality and ensure that the pay, terms and conditions of Council employees comply with the Council's duties under the Equality Act. Pursuant to this the Council's Pay Policy is to minimise the senior management pay bill and that lowest paid employees are paid not less than the London Living Wage.

### ***Age***

The Council has an aging workforce with most between the ages of 45 and 54 at all levels of the workforce. The policy of minimising the senior management pay bill is more likely to impact on workers in this age range. The policy to pay not less than the London Living Wage is more likely to affect younger workers.

### ***Sex***

Almost 78% of the council's workforce is women. The greatest proportion of women (83%) is employed in the lowest pay bands (H1 to H3). The policy to pay not less than the London Living Wage is likely to affect more women than men.

### ***Ethnicity***

Over 41% of the council's workforce is Black, Asian and Minority Ethnic (BAME). The greatest proportion of BAME staff is employed in lower paybands and the policy to pay not less than the London Living Wage is more likely to affect them

There are few BAME staff employed in senior management, therefore the policy of minimising the senior management pay bill will have a greater on White staff.

### ***Disability***

The workforce profile shows that 1.6% of the workforce state they are disabled. The greatest proportion of those is employed in the lower paybands and there are none in senior management. Therefore the policy of minimising the senior management pay bill will have a greater impact on non-disabled employees.

## Section 6 - Statutory Officer Clearance

Name: Simon George  Chief Financial Officer

Date: 7 November 2014

Name: Caroline Eccles  On behalf of the  
Monitoring Officer

Date: 5 November 2014

**Ward Councillors notified:** NO

## Section 7 - Contact Details and Background Papers

### Contact:

Jon Turner, Divisional Director Human Resources, Development & Shared Services DD: 0208 424 1225

### Background Papers:

Report to Council, 27 February 2014 - Pay Policy Statement 2014/15  
<http://www.harrow.gov.uk/www2/documents/g61446/Public%20reports%20pack%20Thursday%2027-Feb-2014%2019.30%20Council.pdf?T=10>

Report to Cabinet, 18 September 2014 – Outcome of Consultation on options for the Council’s Senior Management Arrangements  
<http://www.harrow.gov.uk/www2/documents/s116379/Senior%20Management%20Arrangements.pdf>

Report to Council, 13 November 2014 – Recommended Constitutional Changes

## HARROW COUNCIL PAY POLICY STATEMENT 2014/15 (Revised)

Harrow Council supports openness and accountability and is pleased to publish its Pay Policy Statement for 2014/15. In compliance with the Localism Act 2011 this statement outlines the Council's policy on pay and benefits for Council employees (excluding Schools)<sup>1</sup> and specifically for its senior management for 2014/15.

### Context

The Council's vision is: 'Working Together to Make a Difference for Harrow'

The scale of the challenges facing the Council requires that our workforce and that of our partners is suitably skilled and motivated. Our Workforce Strategy for 2014-2018 is currently being reviewed but will remain focused on 'Working Together' and continuing to build the people maturity of the Council; developing the organisational capability to meet our changing future needs.

The financial challenge facing the Council will continue in the foreseeable future and the changes that will take place to address that will be felt by all Council staff, regardless of level or role. Delivery models will continue to be developed, which will affect individual members of staff as there is the potential for more services to be delivered with partners through shared services or by private, public or third sector providers.

The revised Workforce Strategy will reflect that the Council of the future may be very different in three years time and having the right people *engaged* with the Council will be vital for its future success. We already compete for people across London and this will increase as the needs of the organisation change and the search for talent in local government increases.

We will establish the people we want, the skills they need and the performance we require and develop recruitment and retention packages that maximise our employment offer. The Council's Pay Policy contributes to this by ensuring that fair and transparent processes are in place to determine the grading and pay for all jobs and that remuneration packages enable the attraction and retention of people with the skills we need.

The Council seeks to reduce income inequality and ensure that the pay, terms and conditions of Council employees comply with the Council's duties under the Equality Act. The Council recognises that a significant proportion of the workforce lives locally<sup>2</sup> and that therefore its pay policy helps support a strong local economy.

### Modernising Terms & Conditions Review 2011/12

In 2011/12 the Council undertook a review of pay and terms and conditions for employees. The objectives of the review, which were agreed by Cabinet, were to:

- Modernise: to support the future needs of the Council
- Simplify: wherever possible, to make terms and conditions easier to understand and reduce administration
- Reduce cost: to reduce the costs of terms and conditions of employment as part of its plan to make savings over the next 3 years

---

<sup>1</sup> The Pay Accountability provisions of the Localism Act 2011 do not apply to staff employed in Schools

<sup>2</sup> Circa 60% of employees have a permanent address with a Harrow (HA) postcode

- Give greater choice: to continue to have core terms and conditions but to provide each individual with an element of choice beyond that.

The modernising review was completed in 2012 and the Council reached a collective agreement with the relevant recognised trade unions, which introduced changes to the pay, terms and conditions of all employees covered by this Pay Policy Statement, including those of senior management, from January 2013.

The collective agreement is published at:

[http://harrowhub/download/5449/collective\\_agreement-1\\_november\\_2012](http://harrowhub/download/5449/collective_agreement-1_november_2012)

The changes introduced through the collective agreement are in accordance with the Council's Pay Policy Statement 2012/13 and include the following key provisions:

- 2.5% pay cut for the Chief Executive and Corporate Directors
- 1% pay cut for staff earning £21,375 and above
- Revised grading structure so that the Council's lowest paid employees are paid not less than the London Living Wage.<sup>3</sup>
- A pilot scheme making incremental pay progression subject to satisfactory performance
- No enhancements for overtime or weekend working except for Bank Holidays and night work
- Reduced redundancy compensation payments
- Improved salary sacrifice schemes and other employee benefits

### **Council Pay Rates / Scales**

The Council considers it important to be able to locally determine pay rates. This enables it to respond to regional and local labour market conditions. The Council benchmarks its pay rates with other London Boroughs to ensure that it is able to recruit and retain qualified and competent employees.

The following Council pay scales were revised by the Council in January 2013 as a result of the modernising review:

- Harrow pay scale
- Senior Professional & Managerial pay scale
- Chief Officer pay scales<sup>4</sup>
- Chief Executive pay scale

The Council also revised the pay scales for employees who are Education Psychologists (Soulbury), and Youth & Community Workers.

<sup>3</sup> London Living Wage is set periodically by the Mayor of London and is implemented from 1 April. The rate rose to £8.80 per hour in November 2013, which will be implemented from 1 April 2014.

<sup>4</sup> In April 2013 the Council took over specific public health functions from the NHS and was required to appoint a statutory Chief Officer post of Director of Public Health. The current post holder is paid on NHS pay scales.

A National pay agreement increasing the pay scales for Harrow employees except Chief Officers and the Chief Executive by 1% was implemented in April 2013. The Educational Psychologists and Youth and Community Workers pay award was implemented in September 2013.

The current pay scales are set out at Appendix 1 and published at:

[http://harrowhub/download/6259/salary\\_scales\\_april\\_2013\\_with\\_pay\\_award](http://harrowhub/download/6259/salary_scales_april_2013_with_pay_award)

## **Remuneration of Senior Management (Chief Officers)**

In January 2014, Cabinet agreed to delete the post of Chief Executive. Interim arrangements to cover the statutory duties of the Head of Paid Service were put in place until after the local government elections in May 2014, following which the Leader commenced consultation on options for the Council's permanent arrangements. Approximately two thirds of respondents to the consultation expressed a preference for the re-appointment of a Chief Executive and on 18 September 2014, Cabinet agreed to re-instate the post of Chief Executive in the Council's management structure.

The Council defines its senior management as the top 3 tiers in the management structure commencing with the Chief Executive (Tier 1), Corporate Directors (Tier 2) and Directors (Tier 3), this includes all statutory and non-statutory Chief Officer and Deputy Chief Officer posts.

The senior management structure is set out at Appendix 2 and published at:

[http://www.harrow.gov.uk/info/200026/council\\_departments/2172/harrow\\_council\\_organisation\\_and\\_managers/2](http://www.harrow.gov.uk/info/200026/council_departments/2172/harrow_council_organisation_and_managers/2)

Senior management pay is set out at Appendix 3 and published at: [Senior manager salaries - Further info | Harrow Council](#)

The Council's policy is to minimise the senior management pay bill. The pay rates and numbers of senior managers reduced in 2012/13 and the vacant post of Chief Executive was advertised on a salary less than the previous Chief executive received.

The Council may, in exceptional circumstances, employ senior managers under contracts for services. The Council publishes details of all payments made under contracts for services in excess of £500 at:

[http://www.harrow.gov.uk/info/100004/council\\_and\\_democracy/555/council\\_spending](http://www.harrow.gov.uk/info/100004/council_and_democracy/555/council_spending)

## **Remuneration of Lowest Paid Employees**

The Council defines its lowest paid employees as those paid at the lowest pay spine column point on the lowest Harrow pay grade, excluding trainees and apprentices. The Council's lowest paid employees are paid not less than the London Living Wage.

## **Pay Multiple**

The 'pay multiple' is the ratio between the highest paid employee's pay and the median average pay of the Council's workforce. The Council's highest paid post is the Chief Executive and the current pay multiple<sup>5</sup> is set out at Appendix 3 and published at: [http://www.harrow.gov.uk/download/downloads/id/495/senior\\_manager\\_salaries\\_2011-2012](http://www.harrow.gov.uk/download/downloads/id/495/senior_manager_salaries_2011-2012)

---

<sup>5</sup> The current pay multiple is based on the previous Chief Executive's salary and is expected to reduce when a new Chief Executive is appointed.

## **Pay Grading**

In 2004 the Council entered into a single status agreement with its recognised trade union, introducing common job evaluation schemes<sup>6</sup> and pay scales for the Council's former manual workers, administrative, professional, technical and clerical employees with the exception of Education Psychologists, Nursery Nurses, Youth & Community Workers, Chief Officers and the Chief Executive.

In 2007 job evaluation was extended to include Chief Officers.

From April 2013 the Council took over specific public health functions from the NHS and staff who transferred from the NHS to the Council remain on NHS grades and pay scales. New posts are being recruited to on the local government grades and pay scales.

## **Pay on Appointment**

All employees, including Chief Officers are normally appointed on the lowest pay spine column point for their job evaluated grade. In exceptional circumstances employees may be appointed at a higher point within the evaluated grade.

The Council delegates authority to the Chief Officer Employment Panel to make recommendations to Council on the appointment of the Head of Paid Service and make appointments of Chief Officers in accordance with the Council's Pay Policy.

The Council's delegations to the Chief Officer Employment Panel also include determination of any remuneration package of £100,000 or greater

## **Pay Progression**

All employees are able to incrementally progress through the pay spine column points for their job evaluated grade.

Progression will normally be one increment (pay spine column point) on the 1<sup>st</sup> of April each year until they reach the top of their grade.

Progression for Chief Officers is subject to the following qualifications:

- i. increments may be accelerated within a Chief Officer's scale at the discretion of the council on the grounds of special merit or ability.
- ii. an increment may be withheld following an adverse report on a Chief Officer (subject to that Chief Officer's right of appeal). Any increment withheld may be paid subsequently if the Chief Officer's services become satisfactory.

The criteria for pay progression for other staff were changed as a result of the modernising review so that progression for all staff is now subject to satisfactory performance.

## **Performance Related Pay**

Council employees including the Chief Executive and Chief Officers do not currently receive performance related payments or bonuses.

---

<sup>6</sup> The Greater London Provincial Council (GLPC) Scheme is used for all Harrow grade jobs and the Hay Scheme for senior professional and managerial jobs.

The Council operates a Reward and Recognition Scheme for employees who, subject to meeting the criteria of the scheme, may receive payments of £250 or £500. Details of Reward and Recognition payments to senior management are set out at Appendix 2 and published at: [http://www.harrow.gov.uk/download/downloads/id/495/senior\\_manager\\_salaries\\_2011-2012](http://www.harrow.gov.uk/download/downloads/id/495/senior_manager_salaries_2011-2012)

### **National / Regional Pay Agreements**

The Council supports the national (JNC/NJC<sup>7</sup> and Soulbury) and regional (GLPC) collective bargaining arrangements for pay and conditions of service and the pay scales for all employees, including the Chief Executive and Chief Officers, are increased in line with national and regional pay agreements. Some conditions of service are negotiated locally.

The last pay agreement increasing pay for the Chief Executive and Chief Officers was implemented in 2008/9.

The last pay agreement increasing pay for all other non-teaching employees was implemented in 2013/14.

### **Market Supplements**

The Council may apply market supplement payments to jobs with recruitment or retention difficulties. Details of market supplement payments to senior management are set out at Appendix 2 and published at:

[http://www.harrow.gov.uk/download/downloads/id/495/senior\\_manager\\_salaries\\_2011-2012](http://www.harrow.gov.uk/download/downloads/id/495/senior_manager_salaries_2011-2012)

### **Fees for Election Duties**

The Council's policy for payment of fees for election duties is published at:

[http://www.harrow.gov.uk/info/687/election\\_information/689/election\\_fees\\_and\\_charges](http://www.harrow.gov.uk/info/687/election_information/689/election_fees_and_charges)

Details of fees for election duties paid to senior management are set out at Appendix 3 and published at:

[http://www.harrow.gov.uk/download/downloads/id/495/senior\\_manager\\_salaries\\_2011-2012](http://www.harrow.gov.uk/download/downloads/id/495/senior_manager_salaries_2011-2012)

### **Other Payments**

The Head of Paid Service may authorise other payments as necessary, in accordance with the Council's delegations.

Details of any other payments to senior management are set out at Appendix 3 and published at: [http://www.harrow.gov.uk/download/downloads/id/495/senior\\_manager\\_salaries\\_2011-2012](http://www.harrow.gov.uk/download/downloads/id/495/senior_manager_salaries_2011-2012)

### **Pension**

All employees are able to join the Local Government Pension Scheme and receive benefits in accordance with the provisions of that Scheme as applied by the Council. Details of the Council's policy and decisions in respect of discretionary elements of the Scheme are published at:

[http://www.harrow.gov.uk/download/downloads/id/5338/discretionary\\_policy\\_statement-pensions\\_2014](http://www.harrow.gov.uk/download/downloads/id/5338/discretionary_policy_statement-pensions_2014)

---

<sup>7</sup> Joint Negotiating Committee / National Joint Council

[http://www.harrow.gov.uk/download/downloads/id/2545/pension\\_fund\\_accounts\\_2012-2013](http://www.harrow.gov.uk/download/downloads/id/2545/pension_fund_accounts_2012-2013)

From April 2013 the Council took over specific public health functions from the NHS and staff who transferred from the NHS to the Council continue to be members of the NHS Pension Scheme and receive benefits in accordance with the provisions of that Scheme.

### **Other Terms and Conditions of Employment**

The pay, terms and conditions of council employees are set out in employee handbooks. Handbooks are produced for all employees, including managers and senior professionals, Chief Officers and the Chief Executive and the latest editions are published at:

[http://www.harrow.gov.uk/downloads/download/1016/employee\\_handbooks](http://www.harrow.gov.uk/downloads/download/1016/employee_handbooks)

### **Payments on Termination of Employment**

In the event that the Council terminates the employment of an employee on the grounds of redundancy or efficiency of the service they will be entitled to receive compensation and benefits in accordance with the Council's Redundancy and Early Retirement schemes, which are published at: [http://www.harrow.gov.uk/downloads/download/1016/employee\\_handbooks](http://www.harrow.gov.uk/downloads/download/1016/employee_handbooks) and [http://www.harrow.gov.uk/download/downloads/id/5338/discretionary\\_policy\\_statement-pensions\\_2014](http://www.harrow.gov.uk/download/downloads/id/5338/discretionary_policy_statement-pensions_2014)

The Council's Redundancy scheme was changed as a result of the modernising review and compensation payments to employees will reduce from 2014.

The Council delegates authority to the Chief Officer Employment Panel<sup>8</sup> determination of any payments on termination of £100,000 or greater.

Details of compensation payments paid to senior management are set out at Appendix 3 and published at:

[http://www.harrow.gov.uk/download/downloads/id/495/senior\\_manager\\_salaries\\_2011-2012](http://www.harrow.gov.uk/download/downloads/id/495/senior_manager_salaries_2011-2012)  
[http://www.harrow.gov.uk/downloads/file/5342/protocol\\_for\\_managing\\_organisational\\_change](http://www.harrow.gov.uk/downloads/file/5342/protocol_for_managing_organisational_change)

Severance payments of £100,000 or greater are also reported to full Council

### **Re-employment of Employees**

Section 7 of the Local Government and Housing Act 1989 requires that every appointment to paid office or employment in a local authority shall be made on merit.

### **Further Information**

For further information on the Council's pay policy please contact the Council's Human Resources & Development Service email [StaffBenefits@harrow.gov.uk](mailto:StaffBenefits@harrow.gov.uk) DD 0208 424 1110

---

<sup>8</sup> This assumes that Council on 13 November 2014 agree that the delegation of determination of any payments on termination of £100,000 or greater, transfers from the Pension Fund Committee to the Chief Officers' Employment Panel.

**London Borough of Harrow**  
(corrected)  
**Payscales - Effective from 1<sup>st</sup> April 2013**  
(including 1% Pay Award)

Grade	SCP	Salary
G1	2	£16,080
	3	£16,464
	4	£16,647

G2	5	£16,455
	6	£16,710
	7	£17,040
	8	£17,370

G3	9	£17,661
	10	£18,057
	11	£18,408
	12	£18,768

G4	13	£19,104
	14	£19,896
	15	£20,484
	16	£21,087

G5	17	£21,375
	18	£21,951
	19	£22,608
	20	£23,277

G6	21	£23,967
	22	£24,453
	23	£24,951
	24	£25,452

G7	25	£26,073
	26	£26,709
	27	£27,363
	28	£28,032

G8	29	£28,797
	30	£29,319
	31	£29,850
	32	£30,390

G9	33	£30,987
	34	£31,758
	35	£32,607
	36	£33,510

Grade	SCP	Salary
G10	37	£34,374
	38	£35,265
	39	£36,174
	40	£37,110
	41	£38,067

G11	42	£38,958
	43	£39,789
	44	£40,716
	45	£41,610

MG1	1	£42,012
	2	£43,503
	3	£44,883
	4	£46,317
	5	£48,057

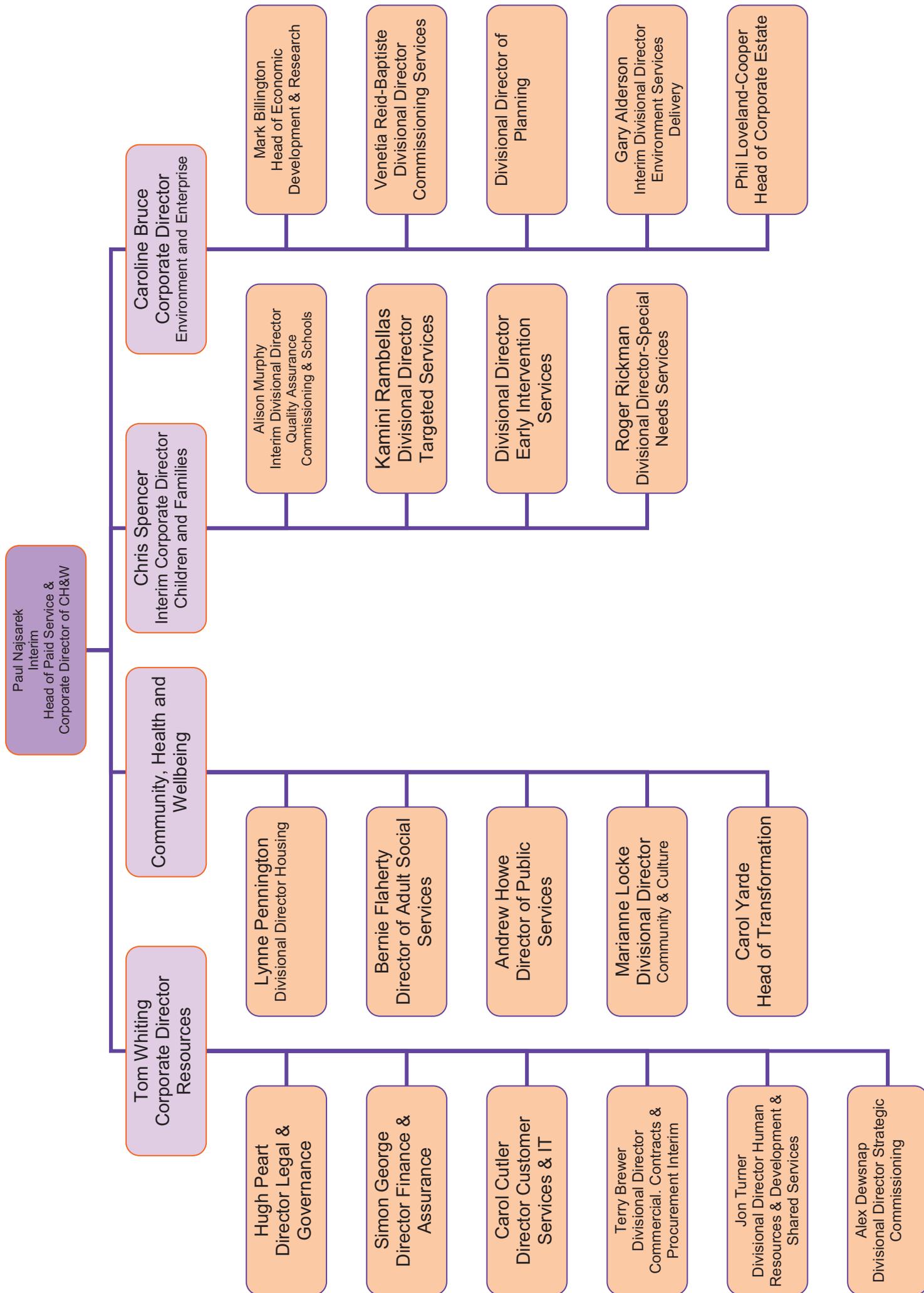
MG2	1	£50,619
	2	£52,056
	3	£53,493
	4	£54,930
	5	£56,361

MG3	1	£53,490
	2	£55,128
	3	£56,772
	4	£58,407
	5	£60,054

MG4	1	£63,327
	2	£65,523
	3	£66,945
	4	£68,403
	5	£69,888

D1	1	£78,780
	2	£82,278
	3	£85,074
	4	£88,266
	5	£92,886





This page is intentionally left blank

**Notes**

1. Salary Ranges are as at 31.03.2014.  
Contractual Payments are as at 31.3.2014. They represent the actual payments to senior officers in accordance with their contract. The payments for any officers who left or started during the year a
2. time they worked during the year
3. With the exception of the Director of Public Health post (see 4 below) Pension scheme refers to the Local Government Pension Scheme. The national conditions of service are that individuals contrib to the pension scheme, and the Council contributes 19.35 to the pension fund for all contributing members
4. The Director of Public Health post is in the NHS Pension Scheme, the individual contributes 13.3% of their salary to this scheme, and the Council contributes 14%.
5. No Senior Managers at Harrow are entitled to Performance Related Pay (PRP)
6. Senior Managers are entitled to claim a range of small expenses including mileage, parking and other sundry expenses.
7. The 'pay multiple' i.e. the ratio between the highest paid salary and median salary of the Council's workforce is 8:1

Pers.No.	Personnel Number	Position	Salary Range as at 31 March 2014	Contractual Payments as at 31 March 2014	Pension Scheme	Expenses Claimed
2001769	Mr M F Lockwood (Left on 28.02.14)	Chief Executive	£147,816 to £167,997	Salary £153,997 (Full Year Equivalent of £167,997) Market Factor Supplement £13,841 (Full Year Equivalent of £15099) Essential Car User Allowance £567 (Full Year Equivalent of £619) Compensation Payment £30,000	Yes	
1050156	Mr A G Trehern (Left on 08.04.13)	Corporate Director Place Shaping	£122,922 to £138,252	Salary £3,072 (Full Year Equivalent of £138,252) Redundancy Payment £175,473	Yes	
1213009	Mr Paul Najsarek	Interim Head of Paid Service and Corporate Director Community, Health&Well Being	£122,922 to £138,252	Salary £138,252 Misc Personal Addition £2,500 (Full Year Equivalent of £10,000) Essential Car User Allowance £619	Yes	
2008452	Ms C A Doran (Left on 28.03.14)	Corporate Director - Children & Families	£122,922 to £138,252	Salary £137,136 (Full Year Equivalent of £138,252) Compensation Payment £35,001	Yes	
2015607	Ms J Alderson (Left on 31.07.2013)	Project Director	£122,922 to £138,252	Salary £46,084 (Full Year Equivalent of £138,252) Essential Car User Allowance £206 (Full Year Equivalent of £619) Redundancy Payment £13,353	Yes	
2017024	Mrs C A Bruce	Corp Director - Environment & Enterprise	£122,922 to £138,252	Salary £134,226	Yes	
1229963	Mr T Whiting	Corporate Director of Resources	£122,922 to £138,252	Salary £126,657 (Full Year Equivalent of £119,343 x 4 months and £130,314 x 8 months) Essential Car User Allowance £619	Yes	

re proportionate to the  
ute 7.5% of their salary

**Notes**

1. Salary Ranges are as at 31.03.2014.  
Contractual Payments are as at 31.3.2014. They represent the actual payments to senior officers in accordance with their contract. The payments for any officers who left or started during the year a
2. time they worked during the year
3. With the exception of the Director of Public Health post (see 4 below) Pension scheme refers to the Local Government Pension Scheme. The national conditions of service are that individuals contrib to the pension scheme, and the Council contributes 19.35 to the pension fund for all contributing members
4. The Director of Public Health post is in the NHS Pension Scheme, the individual contributes 13.3% of their salary to this scheme, and the Council contributes 14%.
5. No Senior Managers at Harrow are entitled to Performance Related Pay (PRP)
6. Senior Managers are entitled to claim a range of small expenses including mileage, parking and other sundry expenses.
7. The 'pay multiple' i.e. the ratio between the highest paid salary and median salary of the Council's workforce is 8:1

Pers.No.	Personnel Number	Position	Salary Range as at 31 March 2014	Contractual Payments as at 31 March 2014	Pension Scheme	Expenses Claimed
1057782	Mr H E Peart	Director of Legal & Democratic Services	£100,668 to £113,325	Salary £113,325 Honorarium £5137 Electoral Allowance £8,161 (Full Year Equivalent of £11,000) Essential Car User Allowance £619 Annual Leave Payment £4,965 Long Service Award £690	Yes	£803.66
1058006	Ms C A Cutler	Director of Customer Services & IT	£100,668 to £113,325	Salary £113,325 Honorarium £3267	Yes	£244.00
1066687	Ms B F Flaherty	Director of Adult Social Services	£100,668 to £113,325	Salary £113,325 Emergency Response Allowance £1020 Essential Car User Allowance £619 Honorarium - One off Payment £862	Yes	
2004676	Mr W J Edwards (Left on 11.06.2013)	Div Director-Environmental Services	£100,668 to £113,325	Salary £22,350 (Full Year Equivalent of £113,325) Redundancy Payment £76,276	Yes	
2017959	Mr S I George	Director of Finance & Assurance	£100,668 to £113,325	Salary £113,325	Yes	£493.80
1049974	Mr J Hickman	Head of Public Realm Services	£78,780 to £92,886	Salary £92,886 Essential Car User Allowance £619 Annual Leave Payment £3,562	Yes	£265.20
1060502	Mr J C Turner	Divisional Director HRD & Shared Services	£78,780 to £92,886	Salary £92,886 Essential Car User Allowance £619	Yes	£32.80
1063464	Mr R L Segalov (Left on 31.03.2014)	Div Director - Early Intervention Serv.	£78,780 to £92,886	Salary £55,732 (FT Equivalent of £92,886) Essential Car User Allowance £371 Overtime Payments £2,271 Redundancy Payment £71,208	Yes	£110.00

re proportionate to the  
ute 7.5% of their salary

**Notes**

1. Salary Ranges are as at 31.03.2014.  
Contractual Payments are as at 31.3.2014. They represent the actual payments to senior officers in accordance with their contract. The payments for any officers who left or started during the year a
2. time they worked during the year
3. With the exception of the Director of Public Health post (see 4 below) Pension scheme refers to the Local Government Pension Scheme. The national conditions of service are that individuals contrib to the pension scheme, and the Council contributes 19.35 to the pension fund for all contributing members
4. The Director of Public Health post is in the NHS Pension Scheme, the individual contributes 13.3% of their salary to this scheme, and the Council contributes 14%.
5. No Senior Managers at Harrow are entitled to Performance Related Pay (PRP)
6. Senior Managers are entitled to claim a range of small expenses including mileage, parking and other sundry expenses.
7. The 'pay multiple' i.e. the ratio between the highest paid salary and median salary of the Council's workforce is 8:1

Pers.No.	Personnel Number	Position	Salary Range as at 31 March 2014	Contractual Payments as at 31 March 2014	Pension Scheme	Expenses Claimed
1118595	Mr R D Rickman	Divisional Director - Special Needs Serv	£78,000 to £91,962	Salary £92,886 Essential Car User Allowance £619	Yes	£794.10
1166433	Mrs W E Beeton-Townshend	Div Director - Early Intervention Serv.	£78,780 to £92,886	Salary £55,731 (FT Equivalent of £92,886)	Yes	
1230372	Mr F M T Silverio	Div Director Collections & Benefits	£78,780 to £92,886	Salary £92,886	Yes	
1243305	Mr J Price	Head of Provider Services	£78,780 to £92,886	Salary £82,278 Essential Car User Allowance £619	Yes	
2006779	Mr S J Kelly (Left on 12.01.2014)	Divisional Director of Planning	£78,780 to £92,886	Salary £72,663 (Full Year Equivalent of £92,886) Emergency Response Allowance £795 (Full Year Equivalent of £1020)	Yes	£260.50
2006796	Mr A Dewsnap	Div Dir - Strategic Commissioning	£78,780 to £92,886	Salary £92,886	Yes	
2009752	Ms M C Locke	Div Director of Community & Cultural Ser	£78,780 to £92,886	Salary £92,886 Emergency Response Allowance £1,020 Market Factor Supplement £7,108 Essential Car User Allowance £619	Yes	
2011090	Mr T B Wilson (Left on 06.09.2013)	Head of Commiss. & Partnerships - Adults	£78,780 to £92,886	Salary £40,250 (Full Year Equivalent of £92,886) Essential Car User Allowance £309 (Full Year Equivalent of £619)	Yes	
2015706	Ms L Cruddas (Left on 31.08.2013)	Divisional Director - QACS	£78,780 to £92,886	Salary £38,702 (Full Year Equivalent £92,886) Market Factor Supplement £2961(Full Year Equivalent £7,108)	Yes	£ 214.40
2017731	Ms M Caslake	Divisional Director - Targeted Services	£78,780 to £92,886	Salary £92,886 Market Factor Supplement £7,108	Yes	

re proportionate to the  
ute 7.5% of their salary

**Notes**

1. Salary Ranges are as at 31.03.2014.  
Contractual Payments are as at 31.3.2014. They represent the actual payments to senior officers in accordance with their contract. The payments for any officers who left or started during the year a time they worked during the year
2. With the exception of the Director of Public Health post (see 4 below) Pension scheme refers to the Local Government Pension Scheme. The national conditions of service are that individuals contribute to the pension scheme, and the Council contributes 19.35 to the pension fund for all contributing members
3. The Director of Public Health post is in the NHS Pension Scheme, the individual contributes 13.3% of their salary to this scheme, and the Council contributes 14%.
4. No Senior Managers at Harrow are entitled to Performance Related Pay (PRP)
5. Senior Managers are entitled to claim a range of small expenses including mileage, parking and other sundry expenses.
6. The 'pay multiple' i.e. the ratio between the highest paid salary and median salary of the Council's workforce is 8:1

Pers.No.	Personnel Number	Position	Salary Range as at 31 March 2014	Contractual Payments as at 31 March 2014	Pension Scheme	Expenses Claimed
1146954	Ms J Farmer (started on 01.07.2013)	Head of Legal Practice	£78,780 to £92,886	Salary £59,085 (Full Year Equivalent of £78,780) Emergency Response Allowance £1020	Yes	£127.99
2010888	Mr V Sathasivan	Head of Adult Social Care	£78,780 to £92,886	Salary £92,886 Essential Car User Allowance £619	Yes	
2019473	Mr T Brewer (started on 02.09.2013)	Divisional Director - Commercial, Contracts & Proc	£78,780 to £92,886	Salary £53,925 (Full Year Equivalent of £92,886) Market Factor Supplement £8,728 (Full Year Equivalent of £15,035)	Yes	
2019865	Mrs V Reid-Baptiste (01.10.2013)	Divisional Director - Commissioning Services	£78,780 to £92,886	Salary £37,167 (Full Year Equivalent of £78,780)	No	
2018010	Dr A Howe	Director of Public Health	£90,263	Salary £90,263 Misc Personal Addition £32,864.76 PH On Call Allowance £1805.28 London Zone Allowance £2162	Yes (*see note 4 above)	£312.20

**Additional Notes**

Paul Najsarek - Additional payment from 01.01.14 is for undertaking the statutory Head of Paid Service role  
 Jessica Farmer - Regraded on 01.07.2013 as a result of restructuring Harrow & Barnet Legal Services  
 Hugh Peart - Temporary change in electoral allowances payable from 04.07.2013 to 28.02.2014  
 Tom Whiting - Regraded on 01.08.2013 as a result of taking on the full Corporate Director role  
 Dr Andrew Howe - Additional Payment is a Clinical Excellence Award

re proportionate to the  
 ute 7.5% of their salary