

**NON EXEMPT**

**EAST HAMPSHIRE DISTRICT COUNCIL  
HAVANT BOROUGH COUNCIL**

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**Joint HR Committee**

**12<sup>th</sup> March 2019**

**2018-2019 Senior Pay Award  
Marthie Turner (HR Business Partner)**

**FOR DECISION**

**Portfolio: Portfolio Holder for Governance and Organisational  
Development Cllr Nick Drew (EHDC) and Cabinet Lead for People and  
Communications Cllr Lulu Bowerman (HBC)**

**Head of Service:** Caroline Tickner (Head of Organisational Development)

**Key Decision: No**

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**1.0 Purpose of Report**

1.1 To advise JHR Committee members on the Head of Paid Service's 2018-2019 pay award for Chief Officers as agreed in October 2018.

**2.0 Recommendation**

2.1 That Joint HR Committee notes:

- (1) a 2% pay award for 2018-19 applied as from 1<sup>st</sup> April 2018;
- (2) an uplift to midpoint of pay band from 1<sup>st</sup> October 2018 for Heads of Service who fall below this level based on market rate pay and performance in role.

**3.0 Executive Summary**

3.1 Pay awards for Chief Officers at each Council are determined by the Chief Executive as Head of Paid Service in agreement with the Leaders at each Council.

3.2 "**Chief Officer**" refers to the following roles<sup>1</sup> within the senior leadership team at each Council:

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<sup>1</sup> Refers to Statutory and Non Statutory Chief Officer posts

- Joint Chief Executive – Havant and East Hampshire Councils, as Head of Paid Service
- Service Directors (including the S151 Officer role)
- Heads of Service

3.3 It is essential for good governance that decisions on pay and reward packages for chief executives and chief officers are made in an open and accountable way and that there is a verified and accountable process for recommending the levels of top salaries.

3.4 Based on the 18/19 pay negotiations (national and local) for staff below Chief Officer level, a decision was reached last year that a 2% pay award would be applied to Chief Officer pay with effect from 1<sup>st</sup> April 2018. This decision was on the basis that the Management Team had met their performance targets for 2018/19.

3.5 In addition to the above, senior staff who had met performance requirements set at their appointment in 2016 received an increase to their basic pay to reflect the market rate pay level. This pay increase was applied from 1<sup>st</sup> October 2018. Any existing honoraria were removed from this date.

#### **4.0 Additional Budgetary Implications**

4.1 There are no budgetary implications to report. The costs of the pay award have been accounted for within the budget processes for current year and the budget setting processes for 2019-20.

#### **5.0 Background and relationship to the Corporate Strategy and Directorate Business Plan/s**

5.1 The pay scheme for senior staff supports the overall strategies at both Councils to reward staff for their contribution in a fair and consistent manner and to retain talented staff in an ever-competitive market.

#### **6.0 Options considered and reasons for the recommendation**

6.1 The noting of this will ensure that decisions on the pay award for senior staff are subject to the necessary scrutiny and form part of the Councils' obligations of transparency for staff at senior levels.

#### **7.0 Resource Implications**

7.1 Financial Implications  
As described above at paragraph 4.1.

7.2 Human Resources Implications  
There are none to report

7.3 Other Resource Implication

There are none to report

## **8.0 Legal Implications**

8.1 There are none to report. This complies with the constitution and pay arrangements for senior staff.

## **9.0 Risks**

9.1 There are no risks to report.

## **10 Consultation**

10.1 This is not applicable.

## **11 Communication**

11.1 There are none to report.

Appendices: N/A

Background Papers: N/A

### **Agreed and signed off by:**

Monitoring Officer: *11<sup>th</sup> March, 2019*

Deputy S151 Officer: *8<sup>th</sup> March, 2019*

Director: *8<sup>th</sup> March, 2019*

Portfolio Holder: *8<sup>th</sup> March, 2019 and 11<sup>th</sup> March, 2019*

Date: 11<sup>th</sup> March, 2019

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