
NON-EXEMPT

HAVANT BOROUGH COUNCIL

HUMAN RESOURCES COMMITTEE – 12th July 2023

UPDATED SENIOR PAY POLICY

For Noting Only

Portfolio Holder: Councillor Neil Bowdell

Key Decision: No

Report number: [HBC/022/2023]

1.0 Purpose

1.1 This paper is submitted to the Human Resources Committee for the purposes of noting:

- Revised pay scales on the Senior Pay Policy following confirmation of the recommended pay award from Joint Negotiating Committee for Chief Officers of Local Authorities.

2.0 Recommendation

2.1 The HR Committee are asked to NOTE this item.

3.0 Executive Summary

3.1 In May 2023, the Council was notified of the Joint Negotiating Committee for Chief Officers of Local Authorities pay agreement for 2023/24.

From this agreement, the key point to note is:

- Employers were encouraged to implement a 3.50% pay award as swiftly as possible, covering the period 1 April 2023 to 31 March 2024.
- Employers were advised to pay any monies due to employees who left employment since 1 April 2023, if requested by an ex-employee to do so.

These have been applied and reflected in revisions to the Havant Borough Council Senior Pay Policy, as noted in Appendix A.

4.0 Additional Budgetary Implications

4.1 The Council is committed to pay nationally agreed uplifts and these are accounted for during budget setting and associated governance.

5.0 Background and relationship to Corporate Strategy and supporting strategies and policies

5.1 This report is for noting only and the amendments to the Senior Pay Policy are in accordance with national agreements for pay and conditions.

6.0 Options considered

6.1 Not applicable. This report is for noting only.

7.0 Resource implications

7.1 Financial implications

7.1.1 Application of pay uplifts has budgetary implications, which are covered during budget setting and associated governance.

7.2 Human resources implications

7.2.1 Agreed pay uplifts are applied within the shortest time frame practical after agreement. For the affected Havant Borough Council employees, these changes have been processed and were paid (including back-pay, where appropriate) in the June payroll.

7.3 Information governance implications

7.3.1 No material impacts.

7.4 Climate and environment implications

7.4.1 No material impacts.

8.0 Legal implications

8.1 None noted or considered. This report is for noting only.

9.0 Risks and mitigations

9.1 None noted.

10.0 Consultation

10.1 These matters are subject to nationwide consultation with all relevant unions, and, via them, their membership. No other consultation is covered or required, as Havant Borough Council employees are employed through collective agreement.

11.0 Communications

11.1 The uplift of 3.50% in salary has been reflected in the Senior Pay Policy and updated on The Fountain (intranet).

12.0 Appendices

Appendix A – Updated Senior Pay Policy, with amended pay scales

13.0 Background papers

None

Agreed and signed off by:

Portfolio Holder: Councillor Neil Bowdell, 26 June 2023

Executive Head: Matt Goodwin, 27 June 2023

Monitoring Officer: Jo McIntosh, 30 June 2023

Section 151 Officer: Steven Pink, 30 June 2023

Contact officer:

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