

LONDON BOROUGH OF CROYDON

General Purposes Committee – 19 February 2024

Addendum Report

Croydon Pay Policy Statement 2024-25

- 1.1 This addendum report on the Pay Policy Statement 2024-25 follows the Appointments and Disciplinary Committee (ADC) of 15 February 2023 which dealt with a Senior Staffing Matter item: Review of the Chief Executive and Head of Paid Service Pay.
- 1.2 The ADC agreed the recommendations to:
 - 1.2.1 attach the post of Chief Executive and Head of Paid Service contractually to the national pay review body, covered by the Joint Negotiating Committee for Chief Executives. This means that the post of Chief Executive and Head of Paid Service will be part of the Joint Negotiating Committee for Chief Executives pay review scheme. If an award is agreed it would be applicable from 1 April.
 - 1.2.2 vary the contract of employment, in consultation with the postholder, to make contractual provision for the national pay award, consistent with all other posts in the Council.
 - 1.2.3 retain the Chief Executive and Head of Paid Service's pay at £192,474 per year and apply the 3.5% JNC Chief Executive's pay award for 2023/4, [effective from 1 April 2023].
- 1.3 The agreement of the above recommendations means there is a need to change the recommendations in the report to General Purposes Committee published on the 9 February 2024 and the Pay Policy Statement 2024-25 (and appendix 1b) as follows:
- 1.4 **General Purposes Committee report:**
 - 1.4.1 Paragraph 2.5 (Recommendations) is amended to:

To note that the Chief Executive and Head of Paid Service's salary, which has been due for review since April 2023, was reviewed at ADC on 15 February 2024. ADC agreed that the pay for the Chief Executive and Head

of Paid Service be contractually attached to the national pay review body covered by the Joint Negotiating Committee for Chief Executives, and that the Chief Executive and Head of Paid Service will therefore receive the 3.5% JNC Chief Executive's pay award for 2023/4. The salary for this post will then be £199,210 effective from 1 April 2023. The contract of employment will be varied, in consultation with the postholder. A revised version of the Pay Policy Statement accompanies this report.

- 1.4.2 Paragraph 4.5 (Chief Executive and Head of Paid Service pay) is amended to:

On 15 February 2024, Appointments and Disciplinary Committee approved a recommendation to contractually attach the post of Chief Executive and Head of Paid Service to the national pay review body covered by the Joint Negotiating Committee (JNC) for Chief Executives. This means that the post of Chief Executive and Head of Paid Service will be part of the JNC for Chief Executives pay review scheme and will receive the agreed 3.5% JNC pay award for 2023/2024 (and any subsequent pay awards agreed by the JNC for Chief Executives, thereafter). The Chief Executive and Head of Paid Service's salary is therefore £199,210, as set out in the revised Pay Policy Statement for the financial year 2024/2025, attached.

1.5 Pay Policy Statement 2024-25

- 1.5.1 Paragraph 3.2 (a) (Remuneration) is amended to:

The Chief Executive and Head of Paid Service salary is £199,210 per annum. Following a review of the Chief Executive and Head of Paid Service's pay, which has been due for review since April 2023, the Appointments and Disciplinary Committee agreed on 15 February 2024 to contractually attach the pay for the Chief Executive and Head of Paid Service to the national pay review body covered by the Joint Negotiating Committee for Chief Executives, with the outcome that the Chief Executive and Head of Paid Service receives the 3.5% JNC Chief Executive's pay award for 2023/4.

1.6 Appendix 1b to the Pay Policy Statement: Pay structure for Chief Officers (including Statutory Chief Officers, Non-Statutory Chief Officers and Deputy Chief Officers)

Change of the salary of the Chief Executive and Head of Paid Service so this is shown as follows:

Post	Salary
Chief Executive and Head of Paid Service	£199,210