

<b>LONDON BOROUGH OF CAMDEN</b>		<b>WARDS:</b> All
<b>ADDENDUM TO THE REPORT ON THE AGENDA</b> Review of Camden Pay Schemes		
<b>REPORT OF:</b> Director of People and Inclusion		
<b>FOR SUBMISSION TO:</b> Audit and Corporate Governance Committee		<b>DATE:</b> 15 June 2023
<b>SUMMARY OF REPORT:</b>  This is an addendum to the report recommending changes to proposed terms and conditions and sets out updates to the Annual Pay policy statement as a result of those changes. An additional recommendation is also made to the Committee for agreement on the next steps for updating the pay policy statement.		

## 1. Revisions to the Pay Policy Statement

### 1.1. The changes proposed in the main report that require a revision to the annual pay policy statement as set out in Appendix 1 are as follows:

- Chief Officers Pay Scheme – reducing the maximum annual variable payment award from 10% to 5% and updating the Target pay ranges to re-align these with the upper quartile
- Officers Pay Scheme – Uplifting the minimum salary from £24,771 to £25,841 to establish a new Minimum Earnings Guarantee.

### 1.2. These changes also affect the pay ratio and in the revised pay policy statement at Appendix 1 the minimum to maximum pay ratio figure has been updated. The median to maximum pay ratio figure also requires updating, but this calculation is more complicated and takes longer as the pay of all staff is taken into account. The median pay ratio figure for the pay policy statement will, to ensure accuracy, therefore be recalculated when changes have been made to individual staff pay.

### 1.3. A delegation is sought to the Director of People and Inclusion to make these final updates to the pay policy statement in consultation with the Chair of the Committee and thereafter to take a report to Council. The updated median pay ratio and details of the number of staff on Camden contract or other terms will then be included in the revised pay policy statement alongside the other changes presented to the Audit and Corporate Governance Committee and will be presented to Council in a single report which will recommend approval of all of the proposed amendments.

### 1.4. The Localism Act states that the Council may by resolution amend its pay policy statement (including after the beginning of the financial year to which it relates) and as soon as is reasonably practicable thereafter it must publish the amended

statement in such manner as it thinks fit (which must include publication on the authority's website). The Audit and Corporate Governance Committee is asked to agree the recommendation below which is in line with its terms of reference that state it will "receive the Council's Pay Policy Statement annually and recommend to Council its adoption."

2. Additional recommendation

- (i) The **Audit and Corporate Governance Committee** is asked to recommend to Council to agree the proposed amendments to the pay policy statement for 2023/24 as shown in track changes and attached at Appendix 1, and to delegate authority to the Director of People and Inclusion to make the final updates to the pay policy statement (as set out in paragraph 1.2 and 1.3 of this Addendum) in consultation with the Chair of the Committee and thereafter to take a report to Council for approval of all of the proposed amendments to the pay policy statement.

**Addendum ends**