

## **APPENDIX A**

### **ROYAL BOROUGH OF GREENWICH**

#### **PAY POLICY STATEMENT 2026/2027**

1. This policy aims to support the Council's corporate aims and objectives in relation to the delivery of appropriate, accessible and high quality services, by ensuring remuneration levels are set to attract and retain high calibre staff.

#### **Chief Officers**

2. The Chief Officer grading structure has eight bands, which are considered to be the minimum required to adequately reflect the range of jobs needed to cover the different levels of responsibility required to effectively manage the Council. Each band is split into three points.
3. Roles are evaluated against a number of factors relating to size and scope to determine the appropriate salary band.
4. There are no bonus payment and salaries are on a single point. There are no additional payments and salaries are based on a basic working week of 42 hours.
5. Post holders are subject to performance management, which is undertaken through the Performance and Development Conversations Scheme. The Council's approach to performance management emphasises the need to attain excellence in service delivery.
6. Chief Officers are on a single point salary with scope to be placed on 2 further points in exceptional circumstances. The criteria for further points are:
  - the scale of the agenda/programme/projects being undertaken in addition to the management of a directorate, including the size and scope and impact of their achievement
  - the delivery of significant service improvements in the areas managed measured by performance indicators
  - the contribution to and impact on the organisation as a whole in terms of service development and improvement
  - under exceptional circumstances to provide a retention package
7. The Awarding of further points for Chief Officers is delegated to the Chief Executive in consultation with the Leader. In the case of the Chief Executive

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this is delegated to whichever Director is undertaking deputising role in consultation with the Leader.

8. The appointment of Chief Officers is the responsibility of the Royal Borough Appointments Panel and includes all posts earning £100k per annum or more in accordance with the salary bandings agreed by Full Council. Any appointment cannot be agreed until the Leader and Cabinet have had the opportunity to raise an objection to the appointment.
9. Full Council agrees the overall pay banding for the Council's Chief Officer structure which includes all posts with a remuneration package of £100,000 or over and also agrees specific severance packages which exceed the limit of £95,000 set out in the Small Business, Enterprise and Employment Act 2015 (not including permitted contractual obligations).
10. The General Purposes Committee agrees the salary level within salary bands already approved by Full Council for a post with a remuneration package of £100,000 or over in relation to a specific appointment.
11. The Authority publishes the remuneration paid to its senior employees within the Annual Statement of Accounts
12. In terms of disciplinary action recommending the dismissal of the Head of Paid Service, Monitoring Officer or the Chief Finance Officer, the Council must appoint a panel made up of at least two Independent Persons appointed under section 28(7) of the Localism Act 2011 (N.B. where there are fewer than two such persons, such Independent Persons as have been appointed by another authority as the Council considers appropriate, with priority given to any Independent Person appointed by the Council). Full Council must approve any dismissal before notice is given, and in coming to a decision must take account of any advice, views or recommendations of the panel of Independent Persons, the conclusion of any investigation and any representations from the relevant officer.
13. The starting salary for external candidates being appointed to Chief Officer posts is normally the minimum of the salary band of the job unless it is necessary to match the candidate's current salary within the band. Any exceptions must be agreed by the Chief Executive (or in the case of the post of Chief Executive, by whichever Director is undertaking deputising role in consultation with the Leader). All appointments to Chief Officer posts are based on merit.

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14. Where the Council has robust evidence of major difficulties in recruiting and retaining staff, market supplements can be applied in exceptional circumstances. Any market supplements for Chief Officers must be agreed by the Chief Executive (or in the case of the Chief Executive post, by which ever Director is undertaking the deputising role in consultation with the Leader) and are regularly reviewed in line with any changes in the labour market.
15. Other terms and conditions of employment are either in accordance with the Joint Negotiating Committee for Chief Officers (JNC) or other local conditions of service which have been established through the local collective bargaining process (with the trades unions recognised by the Authority), or which have been otherwise determined by the Authority.
16. The notice period for Chief Officers is set at three months but all other terms in respect of resignation, retirement or redundancy are as per local terms and conditions for other Council officers.
17. The Council will not normally re-employ any Chief Officers as an employee or under a contract for services who have previously left on voluntary redundancy or who has taken early retirement (with enhancements) or been dismissed on the grounds of misconduct. Any exceptions to this policy must be agreed by the Chief Executive (or in the case of the Chief Executive, by which ever Director is undertaking the deputising role in consultation with the Leader). No such exemptions are in place at this time.
18. The Council's statement of policy regarding abatement of LGPS pensions following re-employment is to apply the previous abatement rules (if a pensioner is re-employed in local government employment, the pension in payment is reduced or suspended if it, when added to the new earnings, is greater than the pay on retirement plus pensions increase) to all former employees who retire early with employers consent, until they reach normal retirement age, irrespective of whether future employment is with the Royal Borough of Greenwich or any other local authority.
19. The Council ensures it operates fair and non-discriminatory pay and rewards policies that comply with current Equal Pay legislation.

### **Policy on remuneration of lowest paid employees**

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20. The lowest paid employees are defined as those who are on the lowest grade of the Council's grading structure, currently Scale I or the London Living Wage (whichever is highest).
21. The Council will ensure that its lowest paid employees are paid as a minimum the London Living Wage where the lowest grade falls below this level. The London Living Wage takes a systematic approach to identifying what is a minimum living wage in London. The rate is reviewed annually and has been widely adopted by public sector employers.

### **Relationship between the remuneration of Chief Officers and all other employees**

22. The Hutton Fair Pay Review was asked by the Government to consider a fixed pay multiple, with no managers earning more than 20 times the lowest paid person in the organisation. The Hutton Review concluded that the most appropriate measure for pay dispersion is the multiple of Chief Executive to median earnings. Further guidance on the information to be published is contained in the Local Government Transparency Code 2015.
23. The current pay multiple between its highest paid employee and the median pay of Council employees is 5.52. This is down from 5.65 in December 2024.