

## **LONDON BOROUGH OF CAMDEN**

**REFERENCE TO COUNCIL – 17<sup>TH</sup> JULY 2023**

**FROM THE AUDIT AND CORPORATE GOVERNANCE COMMITTEE –  
15<sup>TH</sup> JUNE 2023**

### **REVISED PAY POLICY STATEMENT 2023/24**

At its meeting on 15<sup>th</sup> June 2023, the Audit and Corporate Governance Committee considered a report of the Director of People and Inclusion, and an addendum to the report, in respect of the Review of Camden Pay Schemes.

Following a brief discussion, the Committee

#### **RESOLVED –**

- (i) THAT the findings of the review of Camden pay schemes be noted;
- (ii) THAT the changes to the pay, terms and conditions of employment for officers set out in this report be approved, specifically:
  - Delete the lowest two pay points with effect from 1 April 2023 (paragraph 5.13 of the report)
  - Delegate authority to the Head of Paid Service to make decisions on changes to the Level 1 and Level 2 pay scheme for 2024 and 2025 (paragraphs 5.14 to 5.16 of the report)
  - Uplift the pay minima for Level 5 Zone 2 to Level 6 Zone 3 with effect from 1 September 2023 (paragraphs 5.21 to 5.25 of the report)
  - Increase starting and 5-year long service annual leave entitlement to 27 days and 31 days respectively with effect from 1 September 2023 (paragraph 5.29 of the report)
  - Reduce the current maximum variable payment for Chief Officers from 10% to 5% with effect from 1 April 2023 and in turn increase the Target Base Pay ranges by 5% with effect from 1 April 2023, including for current Chief Officers (paragraphs 5.35 and 5.36 of the report)
- (iii) THAT authority be delegated to the Director of People and Inclusion to make any changes to the terms and conditions required to implement the above decisions; and
- (iv) THAT Council be recommended to agree the proposed amendments to the pay policy statement for 2023/24 as shown in track changes and attached at Appendix 1 to the addendum, 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 the 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.

**It is therefore RECOMMENDED TO COUNCIL –**

THAT the amendments to the pay policy statement for 2023/24 shown in track changes and attached as Appendix 1 of the attached report be agreed.

Councillor Sagal Abdi-Wali  
Chair, Audit and Corporate Governance Committee