



Haringey Council
PERSONNEL
PAYROLL INFORMATION
FOR
2016/17

Haringey Council

Personnel – Payroll Information for 2016/17

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A. AIM

The aim of this document is to keep Managers and Employees updated with Payroll Rates and ensure that the deadlines for payroll data are available to ensure correct payments are made.

B. POINTS FOR CONTACT

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C. VERSION HISTORY

VERSION	DATE	REASON FOR CHANGE
1	1/3/16	
2	27/5/16	NJC Pay Awards
3	30/8/16	Teachers Pay Award
4	12/10/16	Soulbury Pay Award
5	30/11/16	Add Apprentice Pay Rate and revised London Living Wage Rate

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1 INTRODUCTION

1.1 BUSINESS DESCRIPTION

The purpose of this document is to provide Managers and Employees with access to Payroll information that includes Rates of Pay, Deadlines and Pay Dates.

2 PAYROLL DEADLINES 2016/2017

2.1 PAYROLL AREAS

Haringey Council operates 5 monthly payrolls as follows:

PAYROLL AREA - DESCRIPTION	PAY DATE
SA - Officers/Ex Manual Staff/Casuals	15 th of Month
SX - School Teachers and Support Staff	27 th of Month
PM/P2 – Pensions	27 th of Month
SB – Members	15 th of Month
SL – Elections	15 th of Month

The Council also operates the following Agency Payrolls

SM – Homes For Haringey	15 th of Month
SD – Alexandra Palace Trading Limited	15 th of Month
AE – Alexandra Park Academy	27 th of Month
AM - Alexandra Park Academy	15 th of Month
IE – Haringey 6 th Form Centre	27 th of Month
IM – Haringey 6 th Form Centre	15 th of Month
NE – Trinity Academy	27 th of Month
NM – Trinity Academy	15 th of Month
OE – Noel Park Academy	27 th of Month
OM – Noel Park Academy	15 th of Month
TE – LDBS Academies	27 th of Month
TM – LDBS Academies	15 th of Month

Where a 'normal' pay day falls on a weekend or bank holiday the pay date is brought forward to the last banking day prior to the pay day. For example in October 2016 the 15th falls on a Saturday and therefore the pay day is the Friday 14th.

Employees that receive a regular monthly salary are paid on the pay day of the month for the whole of that calendar month. For example an employee paid on the 15th June 2016 is being paid for the period from the 1st June 2016 to the 30th June 2016. The Council does not operate a 'month in hand' scheme. The only exception is the Members Payroll where the payment they receive on the 15th is for the previous calendar month.

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2.2 DEADLINES FOR RECEIPT OF DATA AND PAY DATES

One of the main causes of late or inaccurate payment is the late receipt of data. Below is a listing that indicates the dates by which data must be received by the relevant HR Support Team for it to be included in the processing for each particular month.

In order to standardise this process the deadline for receipt of data will be as follows:

For Payment on the 15 th	Last Working day of the previous month
For Payment on the 27 th	10 th of the current month (or last working day up to the 10 th where it falls at a weekend).

The only month where this is different is in December where the pay day for the 27th is brought forward and the deadline is changed to reflect this.

Any data received after these dates will not be processed until the following month. The only exception to this is where a Manager notifies the HR Support Team of a late leaving notification. If this information is received by 3pm 5 working days before the pay day then the payment can still be stopped (For example for pay day 15th April 2016 the last date at which a payment can be stopped is the 11th April 2016).

The payroll deadlines and Pay dates for 2016/2017 are now as follows:

	GROUPS	DEADLINE FOR RECEIPT OF DATA	PAY DATE
APR	SA-SD-SB-SD-SM-AM-IM-NM-OM-TM-SL	31/03/16	15/04/16
	SX-AE-IE-NE-OE-TE-PM-P2	08/04/16	27/04/16
MAY	SA-SD-SB-SD-SM-AM-IM-NM-OM-TM-SL	29/04/16	13/05/16
	SX-AE-IE-NE-OE-TE-PM-P2	10/05/16	27/05/16
JUN	SA-SD-SB-SD-SM-AM-IM-NM-OM-TM-SL	31/05/16	15/06/16
	SX-AE-IE-NE-OE-TE-PM-P2	10/06/16	27/06/16
JUL	SA-SD-SB-SD-SM-AM-IM-NM-OM-TM-SL	30/06/16	15/07/16
	SX-AE-IE-NE-OE-TE-PM-P2	08/07/16	27/07/15
AUG	SA-SD-SB-SD-SM-AM-IM-NM-OM-TM-SL	29/07/16	15/08/16
	SX-AE-IE-NE-OE-TE-PM-P2	10/08/16	26/08/16
SEP	SA-SD-SB-SD-SM-AM-IM-NM-OM-TM-SL	31/08/16	15/09/16
	SX-AE-IE-NE-OE-TE-PM-P2	09/09/16	27/09/16
OCT	SA-SD-SB-SD-SM-AM-IM-NM-OM-TM-SL	30/09/16	14/10/16
	SX-AE-IE-NE-OE-TE-PM-P2	10/10/16	27/10/16
NOV	SA-SD-SB-SD-SM-AM-IM-NM-OM-TM-SL	31/10/16	15/11/16
	SX-AE-IE-NE-OE-TE-PM-P2	10/11/16	25/11/16
DEC	SA-SD-SB-SD-SM-AM-IM-NM-OM-TM-SL	30/11/16	15/12/16
	SX-AE-IE-NE-OE-TE-PM-P2	05/12/16	21/12/16

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JAN	SA-SD-SB-SD-SM-AM-IM-NM-OM-TM-SL	30/12/16	13/01/17
	SX-AE-IE-NE-OE-TE-PM-P2	10/01/17	27/01/17
FEB	SA-SD-SB-SD-SM-AM-IM-NM-OM-TM-SL	31/01/17	15/02/17
	SX-AE-IE-NE-OE-TE-PM-P2	10/02/17	27/02/17
MAR	SA-SD-SB-SD-SM-AM-IM-NM-OM-TM-SL	28/02/17	15/03/17
	SX-AE-IE-NE-OE-TE-PM-P2	10/03/17	27/03/17

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3 RATES OF PAY

This section provides the current rates applicable to Employees within Haringey Council with an indication of the date the rate was last changed.

3.1 SENIOR LEADERSHIP PAY BANDS

The new Pay Bands for Senior Managers come into effect from the 1st April 2016 and will gradually replace the existing Chief Officer and Senior Manager Pay Scales.

Grade	Description	Pay Band			Attendance required at Corporate Management Group (CMG)
		Minimum	Benchmark	Maximum	
HA2A	Strategic Leadership Team	£173,700	£187,800	£201,900	Yes
HA1A		£136,200	£147,200	£158,200	Yes
HB2A	Director / Assistant Director	£111,000	£120,000	£129,000	Yes
HB1A		£94,800	£102,500	£110,200	Yes
HC3A	Head of Service	£80,800	£87,300	£93,800	Yes
HC2A		£68,600	£74,200	£79,800	Yes
HC1A		£58,600	£63,300	£68,000	Yes
HC3B	Senior Professional III	£80,800	£87,300	£93,800	No
HC2B		£68,600	£74,200	£79,800	No
HC1B		£58,600	£63,300	£68,000	No
HC3C	Associate	£80,800	£87,300	£93,800	No
HC2C		£68,600	£74,200	£79,800	No
HC1C		£58,600	£63,300	£68,000	No
HD2A	Department Manager	£50,000	£54,000	£58,000	No
HD1A		£42,600	£46,000	£49,400	No
HD2B	Senior Professional II	£50,000	£54,000	£58,000	No
HD1B		£42,600	£46,000	£49,400	No

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3.2 JNC – SENIOR MANAGERS

HARINGEY SENIOR MANAGER PAY SCALES 1st January 2015

Scales	Sp PT	Basic Pay	London Weighting	Consolidated Allow	Total	
SM1	1	47922	1812	2285	52019	
SM1	2	49695	1812	2285	53792	
SM1	3	51471	1812	2285	55568	
SM1	4	53238	1812	2285	57335	
SM1	5	55017	1812	2285	59114	
SM1	6	56790	1812	2285	60887	
SM1	7	58569	1812	2285	62666	
SM1	8	60342	1812	2285	64439	
SM1	9*	62118	1812	2285	66215	* = Additional Performance Increments
SM1	10*	63891	1812	2285	67988	* = Additional Performance Increments
SM1	11*	65664	1812	2285	69761	* = Additional Performance Increments
SM2	1	55017	1812	2285	59114	
SM2	2	56790	1812	2285	60887	
SM2	3	58569	1812	2285	62666	
SM2	4	60342	1812	2285	64439	
SM2	5	62118	1812	2285	66215	
SM2	6	63891	1812	2285	67988	
SM2	7	65664	1812	2285	69761	
SM2	8	67440	1812	2285	71537	
SM2	9*	69213	1812	2285	73310	* = Additional Performance Increments
SM2	10*	70986	1812	2285	75083	* = Additional Performance Increments
SM2	11*	72768	1812	2285	76865	* = Additional Performance Increments

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HARINGEY SENIOR MANAGER PAY SCALES 1st January 2015

Scales	Sp PT	Basic Pay	London Weighting	Consolidated Allow	Total	
SM3	1	62118	1812	2285	66215	
SM3	2	63891	1812	2285	67988	
SM3	3	65664	1812	2285	69761	
SM3	4	67440	1812	2285	71537	
SM3	5	69213	1812	2285	73310	
SM3	6	70986	1812	2285	75083	
SM3	7	72768	1812	2285	76865	
SM3	8	74538	1812	2285	78635	
SM3	9*	76311	1812	2285	80408	* = Additional Performance Increments
SM3	10*	78090	1812	2285	82187	* = Additional Performance Increments
SM3	11*	79860	1812	2285	83957	* = Additional Performance Increments
SM4	1	69213	1812	2285	73310	
SM4	2	70986	1812	2285	75083	
SM4	3	72768	1812	2285	76865	
SM4	4	74538	1812	2285	78635	
SM4	5	76311	1812	2285	80408	
SM4	6	78090	1812	2285	82187	
SM4	7	79860	1812	2285	83957	
SM4	8	81633	1812	2285	85730	
SM4	9*	83415	1812	2285	87512	* = Additional Performance Increments
SM4	10*	85182	1812	2285	89279	* = Additional Performance Increments
SM4	11*	86958	1812	2285	91055	* = Additional Performance Increments

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3.3 NJC OFFICERS RATES – OUTER LONDON PAY SPINE

The rates of pay below are inclusive of London Weighting.

HARINGEY COUNCIL OFFICER PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales	Sp PT	1/1/15	1/4/16	1/4/17	Scales
6	16287	17364	17961	SC1A, SC1	35	31986	32307	32628	PO2 (Old PO1)
7	16320	17391	17985	SC1A, SC1	36	32784	33111	33444	PO2 (Old PO1)
8	16422	17487	18051	SC1B, SC1	37	33660	33996	34338	PO2
9	16575	17634	18105	SC1B, SC1	38	34590	34935	35286	PO2, PO3
10	16833	17889	18330	SC1B, SC1	39	35655	36012	36372	PO3
11	17013	17935	18357	SC1,SC2	40	36558	36924	37293	PO3
12	17334	17981	18375	SC2	41	37476	37851	38229	PO3, PO4
13	17748	18027	18396	SC2	42	38376	38760	39147	PO4
14	18045	18324	18657	SC3	43	39297	39690	40086	PO4
15	18381	18603	18936	SC3	44	40218	40620	41025	PO4, PO5
16	18783	19005	19281	SC3	45	41073	41484	41898	PO5
17	19182	19374	19623	SC3	46	42030	42450	42876	PO5, PO6
18	19524	19719	19917	SC4	47	42951	43380	43815	PO5, PO6
19	20193	20394	20598	SC4	48	43869	44307	44751	PO6
20	20856	21066	21276	SC4	49	44766	45213	45666	PO6
21	21552	21768	21984	SC4	50	45759	46218	46680	PO7
22	22062	22284	22506	SC5	51	46761	47229	47700	PO7
23	22659	22887	23115	SC5	52	47781	48258	48741	PO7
24	23334	23568	23802	SC5	53	48756	49245	49737	PO7
25	24027	24267	24510	SC5	54	50064	50565	51072	PO8
26	24744	24990	25242	SC6	55	51096	51606	52122	PO8
27	25506	25761	26019	SC6	56	52110	52632	53157	PO8
28	26277	26541	26805	SC6	57	53133	53664	54201	PO8
29	27252	27525	27801	SO1	58	54198	54741	55287	Add Points
30	28104	28386	28668	SO1	59	55254	55806	56364	Add Points
31	28935	29223	29517	SO1	60	56307	56871	57441	Add Points
32	29727	30024	30324	PO1 (Old SO2)	61	57372	57945	58524	Add Points
33	30555	30861	31170	PO1 (Old SO2)					
34	31368	31683	31998	PO1 (Old SO2)					

From 31/10/2016 a London Living Wage Supplement is paid on points 6 to 13 to make the salary £18,301.84 (£9.75 per hour).

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3.3.1 NJC OFFICERS RATES – OUTER LONDON PAY SPINE – O/T RATES

HARINGEY COUNCIL OFFICER OVERTIME RATES 1st April 2016 Based on Time and a Third Note Points 29 and above on Planned Rates
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Sp PT	1/4/16	Overtime Rate	Scales
6	17364	10.64	SC1A, SC1
7	17391	10.66	SC1A, SC1
8	17487	10.72	SC1B, SC1
9	17634	10.83	SC1B, SC1
10	17889	11.01	SC1B, SC1
11	17935	11.53	SC1,SC2
12	17981	11.56	SC2
13	18027	11.59	SC2
14	18324	11.81	SC3
15	18603	12.00	SC3
16	19005	12.29	SC3
17	19374	12.55	SC3
18	19719	12.80	SC4
19	20394	13.28	SC4
20	21066	13.75	SC4
21	21768	14.25	SC4
22	22284	14.62	SC5
23	22887	15.05	SC5
24	23568	15.53	SC5
25	24267	16.03	SC5
26	24990	16.54	SC6
27	25761	17.09	SC6
28	26541	17.64	SC6
29	27525	20.00	SO1
30	28386	20.00	SO1
31	29223	20.00	SO1
32	30024	21.42	PO1 (Old SO2)
33	30861	21.42	PO1 (Old SO2)
34	31683	21.42	PO1 (Old SO2)

Sp PT	1/4/16	Overtime Rate	Scales
35	32307	21.42	PO2 (Old PO1)
36	33111	21.42	PO2 (Old PO1)
37	33996	21.42	PO2
38	34935	21.42	PO2, PO3
39	36012	21.42	PO3
40	36924	21.42	PO3
41	37851	21.42/23.24	PO3, PO4
42	38760	23.24	PO4
43	39690	23.24	PO4
44	40620	23.24	PO4, PO5
45	41484	23.24	PO5
46	42450	23.24	PO5, PO6
47	43380	23.24	PO5, PO6
48	44307	23.24	PO6
49	45213	23.24	PO6
50	46218	23.24	PO7
51	47229	23.24	PO7
52	48258	23.24	PO7
53	49245	23.24	PO7
54	50565	23.24	PO8
55	51606	23.24	PO8
56	52632	23.24	PO8
57	53664	23.24	PO8
58	54741	23.24	Add Points
59	55806	23.24	Add Points
60	56871	23.24	Add Points
61	57945	23.24	Add Points

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3.4 EDUCATION WELFARE/SOCIAL SERVICES OFFICERS

HARINGEY COUNCIL EDUCATION WELFARE/SOCIAL SERVICES OFFICER PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales
24	23334	23568	23802	SW2UQ
25	24027	24267	24510	SW2UQ
26	24744	24990	25242	SW2UQ/SW3UQ
27	25506	25761	26019	SW2UQ/SW3UQ
28	26277	26541	26805	SW2UQ/SW3UQ
29	27252	27525	27801	SW2UQ/SW3UQ

Sp PT	1/1/15	1/4/16	1/4/17	Scales
30	28104	28386	28668	SW2UQ/SW3UQ
31	28935	29223	29517	SW3UQ
32	29727	30024	30324	SW3UQ
33	30555	30861	31170	SW3UQ
34	31368	31683	31998	SW3UQ
35	31986	32307	32628	SW3UQ
36	32784	33111	33444	SW3UQ

3.5 MENTAL HEALTH SOCIAL WORKERS

HARINGEY COUNCIL MENTAL HEALTH SOCIAL WORKERS PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales
32	30727	31024	31324	MHSW
33	31555	31861	32170	MHSW
34	32368	32683	32998	MHSW
35	32986	33307	33628	MHSW
36	33784	34111	34444	MHSW

Sp PT	1/1/15	1/4/16	1/4/17	Scales
37	34660	34996	35338	MHSW
38	35590	35935	36286	MHSW
Approved Social Workers				
44	41218	41620	42025	MHSW

3.6 SOCIAL WORKER – ADULTS AND OLDER PEOPLE

HARINGEY COUNCIL SOCIAL WORKER ADULTS & OLDER PEOPLE PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales
32	29727	30024	30324	SWO
33	30555	30861	31170	SWO
34	31368	31683	31998	SWO
35	31986	32307	32628	SWO
36	32784	33111	33444	SWO
37	33660	33996	34338	SWO
38	34590	34935	35286	SWO

Sp PT	1/1/15	1/4/16	1/4/17	Scales
39	35655	36012	36372	SWO
40	36558	36924	37293	SWO
41	37476	37851	38229	SWO
42	38376	38760	39147	SWO
43	39297	39690	40086	SWO
44	40218	40620	41025	SWO

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3.7 SOCIAL WORKER – CHILDRENS/ADULTS ENHANCED

HARINGEY COUNCIL SOCIAL WORKER CHILDRENS PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales
32	30727	31024	31324	SWC / SWA
33	31555	31861	32170	SWC / SWA
34	32368	32683	32998	SWC / SWA
35	32986	33307	33628	SWC / SWA
36	33784	34111	34444	SWC / SWA
37	34660	34996	35338	SWC / SWA
38	35590	35935	36286	SWC / SWA

Sp PT	1/1/15	1/4/16	1/4/17	Scales
39	36655	37012	37372	SWC / SWA
40	37558	37924	38293	SWC / SWA
41	38476	38851	39229	SWC / SWA
42	39376	39760	40147	SWC / SWA
43	40297	40690	41086	SWC / SWA
44	41218	41620	42025	SWC / SWA

3.8 CARE MANAGER UNQUALIFIED

HARINGEY COUNCIL CARE MANAGER UNQUALIFIED PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales
26	24744	24990	25242	SW3 UQ
27	25506	25761	26019	SW3 UQ
28	26277	26541	26805	SW3 UQ
29	27252	27525	27801	SW3 UQ
30	28104	28386	28668	SW3 UQ
31	28935	29223	29517	SW3 UQ

Sp PT	1/1/15	1/4/16	1/4/17	Scales
32	29727	30024	30324	SW3 UQ
33	30555	30861	31170	SW3 UQ
34	31368	31683	31998	SW3 UQ
35	31986	32307	32628	SW3 UQ
36	32784	33111	33444	SW3 UQ

3.9 OLDER PEOPLE EMERGENCY DUTY SOCIAL WORKER TEAM

HARINGEY COUNCIL OLDER PEOPLE EMERGENCY DUTY SOCIAL WORKER TEAM PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales
44	41218	41620	42025	PO5C
45	42073	42484	42898	PO5C
46	43030	43450	43876	PO5C
47	43951	44380	44815	PO5C

Sp PT	1/1/15	1/4/16	1/4/17	Scales
50	46759	47218	47680	PO7C
51	47761	48229	48700	PO7C
52	48781	49258	49741	PO7C
53	49756	50245	50737	PO7C

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3.10 OLDER PEOPLE MANAGING ASW

HARINGEY COUNCIL OLDER PEOPLE MANAGING ASW PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales
44	41218	41620	42025	PO5C
45	42073	42484	42898	PO5C
46	43030	43450	43876	PO5C
47	43951	44380	44815	PO5C

Sp PT	1/1/15	1/4/16	1/4/17	Scales
50	46759	47218	47680	PO7C
51	47761	48229	48700	PO7C
52	48781	49258	49741	PO7C
53	49756	50245	50737	PO7C

3.11 PRINCIPAL SOCIAL WORKER CHILDRENS / ADULTS

HARINGEY COUNCIL PRINCIPAL SOCIAL WORKER CHILDRENS/ADULTS PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales
44	41218	41620	42025	PO5C
45	42073	42484	42898	PO5C
46	43030	43450	43876	PO5C
47	43951	44380	44815	PO5C

Sp PT	1/1/15	1/4/16	1/4/17	Scales
46	43030	43450	43876	PO6C / PO6A
47	43951	44380	44815	PO6C / PO6A
48	44869	45307	45751	PO6C / PO6A
49	45766	46213	46666	PO6C / PO6A

Sp PT	1/1/15	1/4/16	1/4/17	Scales
50	46759	47218	47680	PO7C
51	47761	48229	48700	PO7C
52	48781	49258	49741	PO7C
53	49756	50245	50737	PO7C

Sp PT	1/1/15	1/4/16	1/4/17	Scales
54	51064	51565	52072	PO8A
55	52096	52606	53122	PO8A
56	53110	53632	54157	PO8A
57	54133	54664	55201	PO8A

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3.12 OCCUPATIONAL THERAPISTS

HARINGEY COUNCIL OCCUPATIONAL THERAPISTS PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales
33	31555	31861	32170	OT
34	32368	32683	32998	OT
35	32986	33307	33628	OT
36	33784	34111	34444	OT
37	34660	34996	35338	OT

Sp PT	1/1/15	1/4/16	1/4/17	Scales
38	35590	35935	36286	OT
39	36655	37012	37372	OT
40	37558	37924	38293	OT
41	38476	38851	39229	OT

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3.13 NJC DAY NURSERY RATES

HARINGEY COUNCIL DAY NURSERY OFFICER PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales
12	17334	17981	18375	DN2
13	17748	18027	18396	DN2
14	18045	18324	18657	DN2
15	18381	18603	18936	DN2
16	18783	19005	19281	DN2*, DN3
17	19182	19374	19623	DN2*, DN3
18	19524	19719	19917	DN3
19	20193	20394	20598	DN3
20	20856	21066	21276	DN3*
21	21552	21768	21984	DN3*, DN4
22	22062	22284	22506	DN4
23	22659	22887	23115	DN4, DN5
24	23334	23568	23802	DN4*, DN5
25	24027	24267	24510	DN4*, DN5
26	24744	24990	25242	DN5, DN6

Sp PT	1/1/15	1/4/16	1/4/17	Scales
27	25506	25761	26019	DN5*, DN6
28	26277	26541	26805	DN5*, DN6
29	27252	27525	27801	DN6, DN7
30	28104	28386	28668	DN7
31	28935	29223	29517	DN7
32	29727	30024	30324	DN7, DN8
33	30555	30861	31170	DN8
34	31368	31683	31998	DN8
35	31986	32307	32628	DN8, DN9
36	32784	33111	33444	DN9
37	33660	33996	34338	DN9
38	34590	34935	35286	DN9
				* = Additional Points for qualified staff

3.14 NJC RESIDENTIAL HOME RATES

HARINGEY COUNCIL DAY RESIDENTIAL HOME OFFICER PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales
23	22659	22887	23115	RH4
24	23334	23568	23802	RH4
25	24027	24267	24510	RH4
26	24744	24990	25242	RH4
27	25506	25761	26019	RH4
28	26277	26541	26805	RH4, RH5, RH6P
29	27252	27525	27801	RH5, RH6P
30	28104	28386	28668	RH5, RH6P
31	28935	29223	29517	RH5, RH6P
32	29727	30024	30324	RH5, RH7
33	30555	30861	31170	RH7

Sp PT	1/1/15	1/4/16	1/4/17	Scales
34	31368	31683	31998	RH7
35	31986	32307	32628	RH7, RH8
36	32784	33111	33444	RH8
37	33660	33996	34338	RH8
38	34590	34935	35286	RH8, RH9
39	35655	36012	36372	RH9
40	36558	36924	37293	RH9
41	37476	37851	38229	RH9, RH10
42	38376	38760	39147	RH10
43	39297	39690	40086	RH10
44	40218	40620	41025	RH10

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3.15 NJC EX-MANUALS RATES

HARINGEY COUNCIL MANUAL PAY SCALES

Sp PT	1/1/15	1/4/16	1/4/17	Scales
Grade1	16116	17181	17766	GR1
Grade 2	16212	17283	17871	GR2SA
Grade 5	16392	17457	18021	GR5SA

London Living Wage Supplement paid on all points to make the salary £17,644.85 (£9.40 per hour).

3.16 JNC FOR LOCAL AUTHORITY CRAFT AND ASSOCIATED EMPLOYEES

3.16.1 BUILDING AND CIVIL ENGINEERING RATES

HARINGEY COUNCIL CRAFT PAY SCALES

Grade	01/01/2015	01/04/2016	01/04/2017	Scales
Labourer	13841	14771	15246	LABOUR
H & V Mate	14802	15238	15613	H&V
Craft	14927	15507	15807	BUILD
Plumber	15981	16191	16491	PLUMBER
Engineer	16496	16772	17072	ENGINEER
Electrician	16496	16772	17072	ELECTRN
London Weighting	2490	2515	2540	

3.16.2 BUILDING AND CIVIL ENGINEERING RATES – Homes For Haringey

HOMES FOR HARINGEY CRAFT PAY SCALES

Grade	Current Rate	01/04/2016	01/04/2017	Scales
Labourer	26806.90	27074.97	27345.72	LABOUR
Craft	28967.08	29256.75	29549.32	BUILD
Plumber	28972.47	29262.19	29554.81	PLUMBER
Electrician	28969.04	29258.73	29551.32	ELECTRN

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3.17 SOULBURY COMMITTEE

3.17.1 SOULBURY - ADVISERS/INSPECTORS

HARINGEY COUNCIL SOULBURY PAY SCALES 1st September 2016

Sp PT	Basic	London Weighting	Total	Scales	Sp PT	Basic	London Weighting	Total	Scales
1	33730	3027	36757	IA	26	62291	3027	65318	IA
2	34938	3027	37965	IA	27	63367	3027	66394	IA
3	36078	3027	39105	IA	28	64457	3027	67484	IA
4	37234	3027	40261	IA	29	65551	3027	68578	IA
5	38383	3027	41410	IA	30	66643	3027	69670	IA
6	39533	3027	42560	IA	31	67725	3027	70752	IA
7	40741	3027	43768	IA	32	68824	3027	71851	IA
8*	41902	3027	44929	IA	33	69924	3027	72951	IA
9	43256	3027	46283	IA	34	71050	3027	74077	IA
10	44463	3027	47490	IA	35	72173	3027	75200	IA
11	45655	3027	48682	IA	36	73329	3027	76356	IA
12	46809	3027	49836	IA	37	74465	3027	77492	IA
13**	48116	3027	51143	IA	38	75615	3027	78642	IA
14	49280	3027	52307	IA	39	76748	3027	79775	IA
15	50567	3027	53594	IA	40	77880	3027	80907	IA
16	51731	3027	54758	IA	41	79019	3027	82046	IA
17	52897	3027	55924	IA	42	80156	3027	83183	IA
18	54042	3027	57069	IA	43	81293	3027	84320	IA
19	55223	3027	58250	IA	44	82435	3027	85462	IA
20***	55833	3027	58860	IA	45	83574	3027	86601	IA
21	57005	3027	60032	IA	46	84715	3027	87742	IA
22	58027	3027	61054	IA	47	85860	3027	88887	IA
					48				
23	59152	3027	62179	IA	(+)	86995	3027	90022	IA
					49				
24	60160	3027	63187	IA	(+)	88135	3027	91162	IA
					50				
25	61239	3027	64266	IA	(+)	89275	3027	92302	IA

Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

*normal minimum point for EIP undertaking the full range of duties at this level

**normal minimum point for senior EIP undertaking the full range of duties at this level

***normal minimum point for leading EIP undertaking the full range of duties at this level

+extension to range to accommodate structured professional assessments.

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3.17.2 SOULBURY – EDUCATIONAL PSYCHOLOGISTS – SCALE A

HARINGEY COUNCIL SOULBURY EDUCATIONAL PSYCHOLOGISTS - SCALE A
1st September 2016

Sp PT	Basic	London Weighting	Total	Scales
1	35377	3027	38404	EP
2	37173	3027	40200	EP
3	38969	3027	41996	EP
4*	40764	3027	43791	EP
5	42558	3027	45585	EP
6	44353	3027	47380	EP
7	46044	3027	49071	EP
8*	47734	3027	50761	EP
9	49317	3027	52344	EP

Sp PT	Basic	London Weighting	Total	Scales
10	50902	3027	53929	EP
11*	52380	3027	55407	EP

Salary scales to consist of six consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

*Extension to scale to accommodate structured professional assessment points.

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3.17.3 SOULBURY – SENIOR AND PRINCIPAL EDUCATION PSYCHOLOGISTS

HARINGEY COUNCIL SOULBURY SENIOR AND PRINCIPAL EDUCATIONAL PSYCHOLOGISTS 1st September 2016

Sp PT	Basic	London Weighting	Total	Scales	Sp PT	Basic	London Weighting	Total	Scales
1	44353	3027	47380	EPSNR	11	57506	3027	60533	EPSNR, EPPNCP L
2	46044	3027	49071	EPSNR	12	58649	3027	61676	EPSNR, EPPNCP L
3	47734	3027	50761	EPSNR	13	59811	3027	62838	EPSNR, EPPNCP L
4	49317	3027	52344	EPSNR, EPPNCP L	14	60933	3027	63960	EPSNR, EPPNCP L
5	50902	3027	53929	EPSNR, EPPNCP L	15	62110	3027	65137	EPSNR, EPPNCP L
6	52380	3027	55407	EPSNR, EPPNCP L	16	63275	3027	66302	EPSNR, EPPNCP L
7	52987	3027	56014	EPSNR, EPPNCP L	17	64448	3027	67475	EPSNR, EPPNCP L
8	54120	3027	57147	EPSNR, EPPNCP L	18	65620	3027	68647	EPSNR, EPPNCP L
9	55243	3027	58270	EPSNR, EPPNCP L					
10	56386	3027	59413	EPSNR, EPPNCP L					

Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

*Normal minimum point for the principal educational psychologist undertaking the full range of duties at this level

+Extension to range to accommodate discretionary scale points and structured professional assessments

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3.17.4 SOULBURY – ASSISTANT EDUCATIONAL PSYCHOLOGISTS

HARINGEY COUNCIL SOULBURY ASSISTANT EDUCATIONAL PSYCHOLOGISTS 1st September 2016

Sp PT	Basic	London Weighting	Total	Scales
1	27939	3027	30966	ASSTEP
2	29080	3027	32107	ASSTEP

Sp PT	Basic	London Weighting	Total	Scales
3	30221	3027	33248	ASSTEP
4	31355	3027	34382	ASSTEP

3.18 APPRENTICES

Grade	Sp PT	Hourly Rate	01/04/16	
HAPP	1	£7.20	£13,515.21	Sp PT 1 is paid at the National Living wage (NLW) hourly rate (regardless of age). This rate is usually increased in April of each year.
Grade	Sp PT	Hourly Rate	31/10/16	
HAPP	*2	£9.75	£18,301.84	Sp PT 2 is paid at the London Living wage (LLW) hourly rate. This rate is usually increased in October/November of each year.

*Progression to Sp Pt 2 is not automatic and is subject to confirmation of satisfactory completion of probation.

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3.19 SCHOOL TEACHERS

3.19.1 SCHOOL TEACHERS – LEADERSHIP GROUP

HARINGEY COUNCIL TEACHERS - LEADERSHIP GROUP PAY SCALES											
1st September 2016											
Sp PT	Old Rate	New Rate	Scale	Grp 1	Grp 2	Grp 3	Grp 4	Grp 5	Grp 6	Grp 7	Grp 8
1	45891	46350	LEAD'SHP								
2	46863	47330	LEAD'SHP								
3	47856	48332	LEAD'SHP								
4	48864	49350	LEAD'SHP								
5	49902	50401	LEAD'SHP								
6	50966	51476	LEAD'SHP	X							
7	52146	52667	LEAD'SHP	X							
8	53177	53709	LEAD'SHP	X	X						
9	54321	54862	LEAD'SHP	X	X						
10	55530	56083	LEAD'SHP	X	X						
11	56776	57344	LEAD'SHP	X	X	X					
12	57924	58501	LEAD'SHP	X	X	X					
13	59187	59778	LEAD'SHP	X	X	X					
14	60479	61084	LEAD'SHP	X	X	X	X				
15	61800	62416	LEAD'SHP	X	X	X	X				
16	63252	63886	LEAD'SHP	X	X	X	X				
17	64542	65185	LEAD'SHP	X	X	X	X				
18	65324	65978	LEAD'SHP	X							
18	65978	66638	LEAD'SHP		X	X	X	X			
19	67434	68107	LEAD'SHP		X	X	X	X			
20	68925	69613	LEAD'SHP		X	X	X	X			
21	69750	70448	LEAD'SHP		X						
21	70448	71153	LEAD'SHP			X	X	X	X		
22	72015	72737	LEAD'SHP			X	X	X	X		
23	73617	74350	LEAD'SHP			X	X	X	X		
24	74518	75264	LEAD'SHP			X					
24	75264	76017	LEAD'SHP				X	X	X	X	
25	76953	77719	LEAD'SHP				X	X	X	X	
26	78672	79459	LEAD'SHP				X	X	X	X	
27	79642	80439	LEAD'SHP				X				
27	80439	81244	LEAD'SHP					X	X	X	
28	82256	83079	LEAD'SHP					X	X	X	X
29	84117	84957	LEAD'SHP					X	X	X	X
30	86028	86886	LEAD'SHP					X	X	X	X
31	87101	87973	LEAD'SHP					X			
31	87975	88853	LEAD'SHP						X	X	X
32	89976	90874	LEAD'SHP						X	X	X
33	92031	92951	LEAD'SHP						X	X	X
34	94125	95067	LEAD'SHP						X	X	X
35	95330	96284	LEAD'SHP						X		

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35	96285	97247	LEAD'SHP							X	X
36	98487	99469	LEAD'SHP							X	X
37	100758	101765	LEAD'SHP							X	X
38	103065	104094	LEAD'SHP							X	X
39	104353	105397	LEAD'SHP							X	
39	105399	106451	LEAD'SHP								X
40	107853	108930	LEAD'SHP								X
41	110367	111469	LEAD'SHP								X
42	112941	114070	LEAD'SHP								X
43	114437	115582	LEAD'SHP								X

X – Group Range

3.19.1 SCHOOL TEACHERS – LEADING PRACTITIONERS

HARINGEY COUNCIL LEADING PRACTITIONER SCALE 1ST SEPTEMBER 2016

Sp PT	Old Rate	New Rate	Scales	Sp PT	Old Rate	New Rate	Scales
1	45891	46350	LP	7	57069	57639	LP
2	47592	48069	LP	8	59181	59772	LP
3	49350	49845	LP	9	61371	61986	LP
4	51177	51690	LP	10	63642	64278	LP
5	53070	53601	LP	11	65324	66638	LP
6	54573	55119	LP				

3.19.2 SCHOOL TEACHERS – QUALIFIED CLASSROOM TEACHER

HARINGEY COUNCIL QUALIFIED TEACHER SCALE 1ST SEPTEMBER 2016

Sp PT	Old Rate	New Rate	Scales	Sp PT	Old Rate	New Rate	Scales
1	27819	28098	QTEACH	4	32403	32724	QTEACH
2	29271	29563	QTEACH	5	34893	35242	QTEACH
3	30795	31103	QTEACH	6	37862	38241	QTEACH

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3.19.3 SCHOOL TEACHERS – UPPER PAY RANGE

HARINGEY COUNCIL TEACHERS - UPPER PAY SCALE 1st September 2016

Sp PT	Old Rate	New Rate	Scales
1	42756	43184	PTQTEACH
2	44859	45306	PTQTEACH
3	46365	46829	PTQTEACH

3.19.4 SCHOOL TEACHERS – UNQUALIFIED TEACHERS

HARINGEY COUNCIL TEACHERS - UNQUALIFIED PAY SCALES 1st September 2016

Sp PT	Old Rate	New Rate	Scales
1	20496	20701	UQ TEACH
2	22392	22615	UQ TEACH
3	24288	24530	UQ TEACH
4	26184	26444	UQ TEACH
5	28077	28357	UQ TEACH
6	29970	30270	UQ TEACH

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3.19.5 SCHOOL TEACHERS – ALLOWANCES

HARINGEY COUNCIL TEACHERS - ALLOWANCES
1st September 2016

Teaching & Learning Responsibility			
PT	Old Rate	New Rate	
2a	2613	2640	
2b	4353	4398	
2c	6386	6450	
1a	7546	7622	
1b	9282	9375	
1c	11022	11133	
1d	12770	12898	
3 Min	517	523	
3 Max	2577	2603	

Recruitment & Retention			
PT	Old Rate	New Rate	
1	1002	1002	
2	1970	1970	
3	2985	2985	
4	4158	4158	
5	5415	5415	

Special Needs			
PT	Old Rate	New Rate	
1	2064	2085	
2	4075	4116	

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3.20 CAR MILEAGE RATES

3.20.1 New Users from 13th July 1993 – Rates Last changed from 1st April 2009

Essential	451-999cc	1000cc & above
Lump Sum	£846	£963
Per mile first 8,500 miles	36.9p	40.9p
Per mile after 8,500 miles	13.7p	14.4p
Casual		
Per mile first 8,500 miles	46.9p	52.2p
Per mile after 8,500 miles	13.7p	14.4p

3.20.2 Protected Users (Car User prior to 13th July 1993) – Rates Last changed from 1st April 2009

Essential	451-999cc	1000-1199cc	1200cc & above
Lump Sum	£846	£963	£1239
Per mile first 8,500 miles	36.9p	40.9p	50.5p
Per mile after 8,500 miles	13.7p	14.4p	16.4p
Casual			
Per mile first 8,500 miles	46.9p	52.2p	65.0p
Per mile after 8,500 miles	13.7p	14.4p	16.4p

3.21 LONG SERVICE, FIRST AID AND LANGUAGE ALLOWANCES

Allowance	Rates Last changed from 1 st April 2016
Long Service Award (20 Years Haringey Service)	£225.00
First Aid	£186.00
Language	£186.00

3.22 SUBSISTENCE ALLOWANCE

Allowance	Rate
Breakfast	£8.00
Lunch	£8.00
Tea	£8.00
Evening Meal	£8.00

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3.23 POST ENTRY TRAINING OUT OF POCKET ALLOWANCE

Allowance	Rate
Per Night	£3.63
Per Week	£14.55

3.24 TRAVELLING & DISTURBANCE FOR TRANSFERRED OFFICERS

Allowance	Rate
Where place of employment changed by circumstances beyond their control	
Excess Travelling Expense	Actual cost paid where in excess of £2.91 per week
Officers who because of reorganisation are forced to move their home	
Lodging Allowance	£96.74 per week
Advertising Costs	£241.00
Tenancy Costs	£291.00
Disturbance Allowance	£1431.00

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4 PENSION CONTRIBUTION RATES

This section provides the salary contribution bandings for the pension schemes

4.1 LOCAL GOVERNMENT SCHEME

The Local Government scheme sets the Contribution rate based on Contractual pay at the 1st April plus any temporary payments in the previous 12 months.

Employee Contribution Bandings	Employee Contribution Rate Main Scheme
£0 - £13,600	5.50%
£13,601 - £21,200	5.80%
£21,201 - £34,400	6.50%
£34,401 - £43,500	6.80%
£43,501 - £60,700	8.50%
£60,701 - £86,000	9.90%
£86,001 - £101,200	10.50%
£101,201 - £151,800	11.40%
More than £151,800	12.50%

The Employer rates effective from 1st April 2016 are as follows:

Employer	Employer Contribution Rate
Haringey Council	24.90%
Homes For Haringey	24.90%
Eden Primary	19.40%
Age Concern	33.80%
Advice Bureau	25.40%
Alexandra Palace	27.20%
Urban Futures	21.60%
Alexandra Park Academy	22.30%
Trinity Academy	22.20%
Noel Park Academy	20.80%
Holy Trinity Academy	23.20%
Haringey 6th Form Centre	18.70%

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Fortismere	20.40%
St Anns	23.20%
St Michaels	23.20%
St Pauls&All Hallows Inf	23.20%
St Pauls & All Hallows Jnr	23.20%

4.2 TEACHERS PENSION SCHEME

The bandings are calculated based on the payments made in each period irrespective of what period the payment related to.

Employee Contribution Bandings	Employee Contribution Rate	Employer Contribution Rate 1/4/16
£0 - £25,999	7.40%	16.48%
£26,000 - £34,999	8.60%	16.48%
£35,000 - £41,499	9.60%	16.48%
£41,500 - £54,999	10.20%	16.48%
£55,000 - £74,999	11.30%	16.48%
More than £75,000	11.70%	16.48%

4.3 NHS PENSION SCHEME

The bandings are calculated based on the contractual payments at the 1st April 2016.

Employee Contribution Bandings	Employee Contribution Rate	Employer Contribution Rate
£0 - £15,431.99	5.00%	14.3%
£15,432 - £21,477.99	5.60%	14.3%
£21,478 - £26,823.99	7.10%	14.3%
£26,824 - £47,845.99	9.30%	14.3%
£47,846 - £70,630.99	12.50%	14.3%
£70,631 - £111,376.99	13.50%	14.3%
More than £111,377	14.50%	14.3%