

**Report for: Council**

---

**Date of Meeting:** 21 July 2022

**Subject:** Information Report - Remuneration Packages of £100,000 or greater

**Responsible Officer:** Dipti Patel Corporate Director Place

**Exempt:** No

**Enclosures:** None

## **Section 1 – Summary and Recommendations**

---

This report sets out a summary of the latest remuneration packages amounting to £100,000 or greater approved by the Chief Officers' Employment Panel (COEP) and the new structure of the Senior Management tiers within the Place Directorate, as considered by the Panel on 10 March 2022.

**Recommendations:**  
That the report be noted.

## **Section 2 – Report**

### **Background**

1. DCLG guidance ('Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011') states that that full Council should be asked to determine whether it wishes to vote on any remuneration package of £100,000pa or greater.
2. The Council delegates authority to the Chief Officers' Employment Panel ('COEP') the determination of any remuneration package of £100,000, subject to all approvals being reported for information to full Council.

### **Place Directorate**

3. Over the past three years roles have evolved within the Place Directorate. When the current Corporate Director took on her role there were four interim Directors who are employed on an external agency contract basis, and one other temporary Director acting up from a substantive post within the Council.
4. On 17 February 2022, a restructure consultation was launched to reorganise the senior management tier. The consultation concluded on 4 March 2022 and the following posts were subsequently agreed by COEP

**Director of Inclusive Economy, Leisure & Culture (D2)**

**Director of Sustainable Housing (D2)**

**Director of Regeneration & Sustainable Development (D2)**

**Director of Environment (D2)**

**Chief Planning Officer (D1)**

5. The current pay range for the grade D2 is £111,432 to £125,442 per annum; and for the grade D1 is £89,124 to £105,080 per annum.
6. On 1 May 2022, an appointment was made to the post of Director of Inclusive Economy, Leisure & Culture with a remuneration package of £118,518 per annum.
7. The following positions are currently subject to an external recruitment process - Director of Environment, Director of Sustainable Housing, and Director of Regeneration & Sustainable development. Candidates have been shortlisted and interviews are being held throughout July.

8. The recruitment of the Chief Planning Officer is currently on hold and this role is being covered by an Interim.

## **Background**

### **Director of Environment**

The Director of Environment will focus on the strategic and operational management of services where the Council will seek ongoing efficiencies and reform, benefit from economies of scale, optimise external contracts, maximise digital solutions and deliver responsive customer services. The span of service functions retained within the remit of Environment Services includes all street cleansing and waste services, waste strategy, trade waste services, grounds maintenance, transport strategy, traffic & highways infrastructure maintenance, environmental health, private sector housing, licensing & enforcement, parking operation and commercial services. The Director will provide exemplary strategic leadership across these services and the whole Community Directorate.

The functions under the Director of Regeneration and Sustainable Development are focused on long term sustainable built environment including all commercial assets and future investment. Therefore, the Assets and Facilities Management services will transfer the management reporting line to the Director of Regeneration & Sustainable Development as clear synergies across this new department.

The strategic policy and direction for parks and open spaces has strong synergies with the leisure and sports services under the proposed Inclusive Economy Leisure and Culture Department and therefore it is proposed that the strategic direction and policy function are transferred to the management of the Director of Inclusive Economy Leisure and Culture. Ground maintenance of parks and open spaces are to be retained within Environment Services.

### **Director of Sustainable Housing**

The Director of Sustainable Housing will focus on strategic and operational management of all housing services where the Council will seek ongoing efficiencies and reform, optimise external contracts, maximise digital solutions and deliver responsive housing customer services. The span of services includes allocation of council homes & void management, sustainable housing estates development, Housing Revenue Account (HRA), repairs & assets management programme, fire and safety, provision of temporary accommodation, services to alleviate homelessness, private sector standards and influence provision, tenant and leaseholder participation & consultation and estate management. The Director will provide exemplary strategic leadership across the services and the whole Community Directorate

## **Director of Inclusive Economy, Leisure & Culture**

The Director Inclusive Economy Leisure and Culture will focus on those services where outcomes are best delivered through close working with individual residents and businesses, such economy, employment, and skills. Services under this director will seek ongoing efficiencies and reform, benefit from economies of scale, optimise external contacts, maximise digital solutions, and deliver responsive customer services. The span of services includes economic growth & development, Adult Community Learning, skills and employment, Cultural services, sports & leisure; libraries; parks and open spaces, community and business engagement, Arts & Heritage and Harrow Music Service. In addition, lead on behalf of the Directorate community engagement to ensure delivery of outcomes and aspirations. The Director will provide exemplary strategic leadership across the services and the whole Community Directorate.

## **Director of Regeneration and Sustainable Development**

The Director of Regeneration and Sustainable Development will focus on services responsible for strategic and operational management of the regeneration, sustainable development commercial and planning services across the council. Focus on the strategic and long-term success and sustainable vision for the Borough's built environment. The span of services including regeneration, strategic development partnership (HSDP), sustainable development, statutory and spatial planning, development management, building control, planning enforcement, commercial property development and/or investment and Council's corporate landlord model. The Director will provide exemplary strategic leadership across these services and the whole Community Directorate.

## **Legal Implications**

In accordance with the Constitution, COEP is required to approve all remuneration packages of £100,000 or over, subject to reporting back to Council on all such approvals.

## **Financial Implications**

Based on the D2 salary grades for the four new Director roles and D1 for the Chief Planning Officer, the total cost of these five new roles is £823k.

Funding assumptions are made for the following posts.

- Director of Sustainable Housing, 95% (or £162k) of the cost being met from HRA
- Director of Regeneration and Sustainable Development, 55% (or £94k) of the cost to be met from the new Regeneration budget.

In setting the 2022/23 budget, the five new roles in this report are funded from the following budgets. The budgets have been aligned to reflect the latest Place Directorate management structure.

- General Fund £568k
- Regeneration Budget £94k
- HRA £162k

## **Equalities implications / Public Sector Equality Duty**

Was an Equality Impact Assessment carried out? Yes

There are no impacts on protected characteristics from this Director reorganisation.

As part of the formal process an EqIA has been prepared, but as there is only one directly affected employee, the identifiability of the affected employee would be exposed if this information was to be shared. Given the sensitivity of the personal information captured as part of the EqIA process, it is not appropriate for this information to be shared in this particular context.

## **Section 3 - Statutory Officer Clearance**

**Statutory Officer: Dawn Calvert**

Signed by the Chief Financial Officer

**Date: 18 July 2022**

**Statutory Officer: Hugh Peart**

Signed by the Monitoring Officer

**Date: 18 July 2022**

**Chief Officer: Dipti Patel**

Signed by the Corporate Director

**Date: 15 July 2022**

## **Section 4 - Contact Details and Background Papers**

**Contact:** Natalie Powers, Acting Head of Employee Relations  
Email: [Natalie.Powers@harrow.gov.uk](mailto:Natalie.Powers@harrow.gov.uk)  
Mobile: 07593 515 162

### **Background Papers:**

Report to the Chief Officers' Employment Panel 10 March 2022.  
Minutes of the COEP 10 March 2022