

Report for: Council

Date of Meeting:	23 February 2023
Subject:	Information Report – Remuneration Packages of £100,000 or greater
Responsible Officer:	Patrick Flaherty – Chief Executive (Head of Paid Services)
Exempt:	No
Wards affected:	N/a
Enclosures:	None

Section 1 – Summary and Recommendations

This report sets out a summary of the retrospective remuneration packages approved by the Chief Officers' Employment Panel (COEP) on 8 December 2022, in light to the payment packages amounting to £100,000 or greater, for each of the seven Senior Management positions within the People's directorate, which were regraded to grade D1.

FOR INFORMATION

Section 2 – Report

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.
3. Between July 2020 and September 2021, seven Heads of Service roles were re-evaluated and regraded from grade MG4 to grade D1, within the Children and Adult divisions within the People's directorate. Approval of this grade were retrospectively agreed at COEP on 8 December 2022.
4. The following roles were re-evaluated and regraded:
 - Head of Service: Children's Access
 - Head of Service: Children in Need
 - Head of Service: Quality Standards & Practice Improvement
 - Head of Service: Corporate Parenting
 - Head of Service: Early Help & Youth Justice
 - Head of Service: Health & Well-Being
 - Head of Service: Specialist Learning & Disability and Children & Young Adults with Disabilities
5. The current pay range for the grade D1 is £91,353 - £107,309 per annum. At present, the postholders annual salary is below £100,000.

Adult Division:

6. In July 2020, the Head of Service role for Specialist Learning & Disability and Children & Young Adults with Disabilities (CYAD) was re-evaluated following the CYAD team being moved from the Children's division into the adult's establishment. Following the re-evaluation, the role was regraded to grade D1, and the job title changed to Assistant Director for LD & CYAD. The post holder was informed of the change and received a remuneration package of the D1 grade plus the employer's Local Government Pension Scheme. The current annual salary is £98,472.00.
7. In October 2020, the Head of Service for Health & Well-Being role was re-evaluated as the current postholder requested that their role to be re-evaluated as they became the strategic lead for integrated services. Following the re-evaluation, the role was regraded to grade D1, and the job title changed to Assistant Director for Health, Wellbeing and Integrated Care. The post holder was informed of the change and received a remuneration package of the D1 grade, £98,472.00 per annum, plus the employer's Local Government Pension Scheme.

Children and Young people Division:

8. In September 2021, the Director of Children Services put forward the following roles for regrading, in line with their counterparts in the adult's division and to reflect internal changes to the roles:

- Head of Service: Children's Access
- Head of Service: Children in Need
- Head of Service: Quality Standards & Practice Improvement

Following the re-evaluation, the roles were regraded to grade D1, and the job titles changed to the following:

- Assistant Director for Contact and Assessment
- Assistant Director for Children Safeguarding
- Assistant Director for Quality Standards and Improvement

The post holder Assistant Director for Children Safeguarding, received a remuneration package £98,472 per annum, plus the employer's Local Government Pension Scheme. The Assistant Director for Quality Standards and Improvement received a remuneration package of the D1 grade £98,472 per annum, plus the employer's Local Government Pension Scheme and both post holders were informed of the change.

9. The Assistant Director for Contact and Assessment position was covered by an interim post holder, at the point of the re-evaluation. In April 2022, the interim post holder was appointed as Assistant Director for Contact and Assessment with a remuneration package of £95,312.00 per annum, plus the employer's Local Government Pension Scheme.

10. In September 2021 the Director of Children services put forward the following roles for re-evaluation, in line with their counterparts within the Adult's and Children's division and to reflect internal changes to the roles:

- Head of Service: Corporate Parenting
- Head of Service: Early Help and Youth Justice

Following the re-evaluation, the roles were regraded to grade D1 and the job titles changed to the following:

- Assistant Director for Corporate Parenting
- Assistant Director for Early Help and Youth Justice

The Assistant Director for Corporate Parenting received a remuneration package of £95,312.00 per annum, plus the employer's Local Government Pension Scheme. The Assistant Director for Early Help and Youth Justice received a remuneration package of the D1 grade. £95,312.00 the employer's Local Government Pension Scheme and both post holders were informed of the change.

Legal Implications

The postholders have been issued with new contracts of employment reflecting their new D1 grades, which are binding on both the individuals and the Council.

In accordance with the instruction the COEP applied the remuneration packages for the Council posts as set out below.

In accordance with the Constitution, this Panel is required to approve remuneration packages of £100,000 or over for a Council Post.

The Panel is required to report back to Council for information purposes on all such approved remuneration packages.

Harrow Council's Pay Policy Statement 2019 provides that: 'All employees, including Chief Officers, are normally appointed on the lowest pay spine column point for their job evaluated grade. In exceptional circumstance, employees may be appointed at a higher point within the evaluated grade. The Council may apply market supplement payments to jobs with recruitment or retention difficulties.'

Financial Implications

Based on the D1 of the seven Assistant Director post, the total cost of these new roles is £679,824.

Adult's Division:

The total cost for adults is £196,944

There is budget provision for the two roles within the adult's division

Children's Division

The total cost for the Children's division is £482,880

For the 5 posts in the Children's Service, there is budget provision for the posts at their previous grade of MG4 but there is no budget provision for the uplift to D1. The posts are held against the management budget which is forecasting a budget pressure of £150k as at quarter 3, which feeds into the overall forecast overspend against the Children's budget of £345k after draw down from reserves.

Risk Management Implications

Risks included on corporate or directorate risk register? **No**

Separate risk register in place? **No**

The relevant risks contained in the register are summarised below. **Yes**

Both the Corporate Board and Human Resources Department have now been instructed on the role of the COEP, to avoid any future omissions of the sort set out above. The risk of future irregularities has been addressed and protocols are in place.

Equalities implications / Public Sector Equality Duty

Was an Equality Impact Assessment carried out? No

If no, state why an EqIA was not carried out below:

EqIA was not completed for these evaluations as there was no direct equalities impacts arising from the changes highlighted in this report.

Council Priorities

1. **A council that puts residents first**
2. **A borough that is clean and safe**
3. **A place where those in need are supported**

Section 3 - Statutory Officer Clearance

Statutory Officer: Dawn Calvert

Signed by the Chief Financial Officer

Date: 21/02/2023

Section 4 - Contact Details and Background Papers

Contact: Natalie Powers, Acting Head of Employee Relations
Email: Natalie.Powers@harrow.gov.uk
Mobile: 07593 515 162

Background Papers:

Report to the Chief Officers' Employment Panel 8 December 2022.

Minutes of the COEP 8 December 2022

If appropriate, does the report include the following considerations?

- | | |
|-----------------|----|
| 1. Consultation | NO |
| 2. Priorities | NO |