



**Report for: Council**

---

**Date of Meeting:** 18 May 2023

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

**Responsible Officer:** Patrick Flaherty, Chief Executive

**Exempt:** No

**Wards affected:** N/a

**Enclosures:** None

# **Section 1 – Summary and Recommendations**

---

This report sets out a summary of the remuneration packages approved by the Chief Officers' Employment Panel (COEP), amounting to £100,000 or greater.

## **Section 2 – Report**

1. Government 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. Director of Corporate Resources and Transformation**

The Director of Corporate Resources & Transformation role was created to reflect the current Directorate of Resources structure and is a non-statutory Chief Officer post.

Under the revised structure, this postholder is responsible for Customer Service, IT, Communications, Human Resources and Organisational Development, Strategy and Performance and Transformation. Furthermore, this role will form a part of the key senior management team at the Council with a clear focus to deliver projects to improve services for residents and identify internal efficiencies.

In April 2023, following a recruitment process in line with the Council policies, an appointment was made to the Director of Corporate Resources and Transformation post with a remuneration package of D3 grade £140,652 per annum, plus the employer's Local Government Pension Scheme.

### **4. Interim Director of Children Services**

The Director of Children Services (Grade D3) is a Statutory Chief Officer post. The previous postholder, indicated that he would retire at the end of May 2023. The Director of Children's Services (DCS) post holds significant statutory responsibilities in how the Council look after Harrow's children and forms an integral link with our partners such as schools.

In April 2023, following a recruitment process in line with the Council policies, an appointment was made to the Interim Director of Children Services post with a remuneration package of D3 grade £127,698 per annum, plus the employer's Local Government Pension Scheme.

## 5. Acting Director of Legal and Governance

The Director of Legal and Governance (Grade D3) post became vacant as the previous post holder retired from the Council in February 2023. In March 2023, following a recruitment process in line with the Council policies, an appointment was made to the Acting Director of Legal and Governance post with a remuneration package of D3 grade £127,698 per annum, plus the employer's Local Government Pension Scheme.

## Legal Implications

In accordance with the Constitution, the Chief Officer Employment Panel I is required to approve remuneration packages of £100,000 or greater for a Council Post. The Panel is required to report back to Council for information purposes on all such approved remuneration packages.

## Financial Implications

The salary for the Director of Corporate Resources and Transformation, Interim Director of Children Services and Acting Director of Legal and Governance is fully accounted for in the relevant directorates annual budget.

## 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 attached/summarised below. **n/a**

## Equalities implications / Public Sector Equality Duty

Was an Equality Impact Assessment carried out? **No**

- EqlA was not completed as this is not necessary for the approval of a salary package for a post.
- The roles listed in this report have a responsibility to deliver the Council's vision and values by address inequalities in access to care provision within Harrow.
- The responsibility also includes, promoting equality, diversity and inclusion and the reduction of inequalities ensuring that everyone can contribute through everyday actions to deliver the required health and wellbeing outcomes.

Please identify how the decision sought delivers this priority.

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: 16/05/2023**

**Statutory Officer: Caroline Eccles**

Signed on \*behalf of the Monitoring Officer

**Date: 11/05/2023**

**Chief Officer: Patrick Flaherty**

Signed by the Chief Executive

**Date: 08/05/2023**

### **Mandatory Checks**

**Ward Councillors notified: NO as it impacts on all Wards**

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

**Contact:** Akhil Wilson, Head of Resourcing - [akhil.wilson@harrow.gov.uk](mailto:akhil.wilson@harrow.gov.uk)