



LONDON BOROUGH OF
HARROW

**Report for: Chief Officers'
Employment Panel**

Date of Meeting:	4 January 2024
Subject:	Approval of remuneration package for Assistant Director of Regeneration
Responsible Officer:	Dipti Patel – Corporate Director of Place
Exempt:	Public
Wards affected:	All
Enclosures:	Appendix 1 – Role Profile for the Assistant Director of Regeneration Appendix 2 – Structure Chart

Section 1 – Summary and Recommendations

This report seeks approval of the remuneration package for the new post of Assistant Director of Regeneration role within the Place Directorate.

Recommendations:

The Panel is requested to:

1. Approve the remuneration package for the Assistant Director of Regeneration role in line with the evaluated grade of D1 (£94,202 to £111,474).

Section 2 – Report

Assistant Director of Regeneration

The Regeneration team is currently understaffed and resourced by interim contractors. The permanent Director of Regeneration took up their post in September 2023, and is proposing to create a team of permanent staff, starting with the post of Assistant Director of Regeneration.

Following approval of the remuneration package by the Panel, the recruitment process will commence immediately, with a target date of Panel interviews for January 2024. The shortlisting panel will consist of the Director of Regeneration and Interim Assistant Director of Regeneration, who will act as Technical Expert.

Legal Implications

The Chief Officers' Employment Panel has delegated powers to:

- Approve remuneration packages of £100,000 or over for any Council post; and
- To appoint Chief Officers.

Although the bottom of the salary range is below £100,000, as the top of the range is above this level it is appropriate to request approval from the Panel.

The Assistant Director of Regeneration is not a statutory role and full Council will not be required to approve the appointment before it is offered to the successful candidate following the recommendation from the Panel.

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

Financial Implications

The Assistant Director of Regeneration role is graded at D1, £94,902-£111,474

In 2016 the government announced the Capital Receipts Flexibility Scheme to support local authorities to deliver more efficient and sustainable services by allowing them to spend up to 100% of their fixed assets receipts on the revenue costs of reform projects. The flexibility has been extended on numerous occasions and is currently in place until 31 March 2025.

The 2023/24 Medium Term Financial Strategy (MTFS) includes a revenue budget of £1.25m for Regeneration. This is assumed to be funded under Capital Receipts Flexibility Scheme because the nature of this spend meets the capital flexibility criteria.

In the Draft 2024/25 MTFS, it is assumed that the Capital Flexibilities will be extended by a further year to 31 March 2026. This sum will be re-instated in 2026/27 i.e. revert to base budget funded.

The cost of Assistant Director of Regeneration will be met from within the £1.25m 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**

- The role quoted in this report has a responsibility to deliver the Council's vision and values by addressing inequalities faced by the residents of Harrow.
- The responsibility of this postholder is to promote 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.

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: Jessie Man

Signed on behalf of Chief Financial Officer

Date: 13/11/2023

Statutory Officer: Jessica Farmer

Signed by the Monitoring Officer

Date: 11/12/2023

Chief Officer: Dipti Patel

Signed by the Corporate Director of Place

Date: 07/11/2023

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

Background Papers: None

If appropriate, does the report include the following considerations?

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