

Chief Officers' Employment Panel

AGENDA

DATE: Thursday 19 February 2015

TIME: 5.45 pm

VENUE: Committee Room 5
Harrow Civic Centre

MEMBERSHIP (Quorum 3)

Chair: Councillor David Perry

Councillors:

Susan Hall
Barry Macleod-Cullinane

Keith Ferry
Graham Henson

Contact: Alison Atherton, Senior Professional - Democratic Services
Tel: 020 8424 1266 E-mail: alison.atherton@harrow.gov.uk

AGENDA - PART I

1. MEMBERSHIP

To note under the provisions of the formula membership the attendance of any nominee Members.

2. DECLARATIONS OF INTEREST

To receive declarations of disclosable pecuniary or non pecuniary interests, arising from business to be transacted at this meeting, from:

- (a) all Members of the Panel;
- (b) all other Members present.

3. MINUTES (Pages 5 - 6)

That the minutes of the meeting of the Chief Officers' Employment Panel held on 8 January 2015 be taken as read and signed as a correct record.

4. REMUNERATION PACKAGE OF £100,000 OR GREATER (Pages 7 - 10)

Report of the Corporate Director Children and Families

AGENDA - PART II

5. EXCLUSION OF PRESS AND PUBLIC

To resolve that the press and public be excluded from the meeting for the following items of business, on the grounds that they involve the likely disclosure of confidential information in breach of an obligation of confidence, or of exempt information as defined in Part I of Schedule 12A to the Local Government Act 1972:

| <u>Agenda Item No</u> | <u>Title</u> | <u>Description of Exempt Information</u> |
|-----------------------|---|---|
| 6, 7 and 8 | Severance payments of £100,000 or greater | Information under paragraph 1 (contains information relating to any individuals). |

6. SEVERANCE PAYMENTS OF £100,000 OR GREATER (Pages 11 - 22)

Report of the Corporate Director of Community Health and Wellbeing

7. SEVERANCE PAYMENTS OF £100,000 OR GREATER (Pages 23 - 30)

Report of the Divisional Director of Commissioning Services, Environment and Enterprise

8. SEVERANCE PAYMENTS OF £100,000 OR GREATER (Pages 31 - 38)

Report of the Divisional Director of Commissioning Services, Environment and Enterprise

This page is intentionally left blank

CHIEF OFFICERS' EMPLOYMENT PANEL MINUTES

8 JANUARY 2015

Chair: * Councillor David Perry

Councillors: * Keith Ferry * Graham Henson
* Susan Hall * Barry Macleod-Cullinane

* Denotes Member present

22. Membership

RESOLVED: To note that there were no nominee Members in attendance.

23. Declarations of Interest

An officer declared a disclosable interest in that one of the cases before Members for consideration related to a family member. He indicated that he would leave the room whilst that case was discussed if Members felt it appropriate.

RESOLVED: To note that there were no declarations of interest by Members in relation to the business on the agenda for this Panel meeting.

24. Minutes

RESOLVED: That the minutes of the meeting held on 4 November 2014 be taken as read and signed as a correct record.

RESOLVED ITEMS

25. Exclusion of the Press and Public

RESOLVED: That in accordance with Part I of Schedule 12A to the Local Government Act 1972, the press and public be excluded from the meeting for the following item for the reason set out below:

| <u>Item</u> | <u>Title</u> | <u>Reason</u> |
|-------------|---|--|
| 5. | Severance Payments of £100,000 or greater | Information under paragraph 1 (contains information relating to any individual). |

26. Severance payments of £100,000 or greater

The Corporate Director of Resources introduced the report which sought approval for severance payments where the amount concerned was £100,000 or greater. The redundancies detailed in the report were as a result of the implementation of the Minerva Project.

RESOLVED: That the payment of the contractual and statutory payments to the employees who will be made redundant as a result of the re-structure, as detailed in the report of the Corporate Director of Resources, be approved.

(Note: The meeting, having commenced at 5.30 pm, closed at 5.35 pm).

(Signed) COUNCILLOR DAVID PERRY
Chair

**REPORT FOR: Chief Officers'
Employment Panel**

| | |
|-----------------------------|--|
| Date of Meeting: | 19 February 2015 |
| Subject: | Remuneration Package of £100,000 or greater. |
| Responsible Officer: | Chris Spencer, Corporate Director of Children & Families |
| Exempt: | No |
| Enclosures: | None |

Section 1 – Summary and Recommendations

This report seeks Chief Officers' Employment Panel approval for the remuneration for the post of Divisional Director of Children and Young People's Services.

Recommendations:

The Panel is requested to approve the remuneration on which an appointment to the post of Divisional Director of Children and Young People's Services will be made.

Section 2 – Report

Background

1. The Localism Act 2011 (the Act) became statute in November 2011. The Act introduces the requirement for Local Authorities to agree and publish an annual Pay Policy Statement commencing 2012/13. The Department for Communities and Local Government (DCLG) also published statutory guidance on ‘Openness and accountability in local pay’.
2. On 20th February 2013, the DCLG issued supplementary statutory guidance ‘Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011’. Authorities in England are required to take account of the supplementary guidance when preparing their pay policy statements for 2013-14 and each subsequent financial year.
3. The DCLG guidance is that full Council should be asked to determine whether it wishes to vote on any remuneration package or payment on termination of employment amount to £100,000 or greater.
4. The Council delegates authority to the Chief Officers’ Employment Panel for determination of any remuneration package of £100,000 or greater

This report seeks approval for the remuneration package for the new post of Divisional Director of Children and Young People’s Services.

Remuneration Package

5. The post of Divisional Director of Children and Young People’s Services sits within the Children and Families Directorate and reports directly to the Corporate Director of Children and Families.
6. The post is a new post, which combines the main duties and accountabilities of the previous roles of Divisional Director of Early Intervention Services and Divisional Director of Targeted Services.
7. Appointment to the post is an Officer decision as it is neither a Chief Officer post, nor does it include a statutory role.
8. The Council’s Pay Policy is that pay grading is established through job evaluation and the role profile for this post has been evaluated at Grade D2; the salary scale for this grade is set out below:

| | | |
|-----------|---|----------------|
| D2 | 1 | 100,668 |
| | 2 | 103,722 |
| | 3 | 106,806 |
| | 4 | 110,010 |
| | 5 | 113,325 |

9. The previous roles of Divisional Director of Early Intervention Services and Divisional Director of Targeted Services were graded at D1, a lower grade. However, deleting these vacant posts and replacing it with this new post results in both a reduction in senior management roles and a saving of £101k in senior management pay within Children & Families Services.
10. It is widely recognised that Children's Services roles with these responsibilities are the most challenging appointments in local government today. For a number of well documented reasons, good candidates are in high demand and short supply and the turnover of senior management at this level has been significant in recent years.
11. As a result, contrary to the downward pressure on salaries across most other areas of local government, this mismatch between supply and demand has led to an increase. Many authorities are willing to pay salaries above £100,000 and some considerably more for similar posts. However, the job evaluation has established a salary range that is considered to be both equitable and competitive. Importantly, salaries are not the only driver and whilst this report is concerned only with the remuneration package, our success will also depend on our ability to demonstrate the following:
 - a compelling proposition by selling the place and the opportunity effectively using technology to best advantage
 - a flexible approach to recruitment that can adapt to candidate availability and is more responsive to opportunity
 - some flexibility when it comes to the breadth of the role and the salary package on offer
 - a real ambition for children and a track record of successful partnership working
 - that Children's Services enjoys strong cross party support and consensus
12. The Chief Officers' Employment Panel is therefore recommended to approve the remuneration package set out above for this post.
13. A summary of the remuneration packages approved by the Chief Officers' Employment Panel will be reported for information to full Council.

Other options considered

14. Many of the duties and responsibilities undertaken by the former Divisional Director of Early Intervention Services and Divisional Director of Targeted Services are essential to the delivery of safer and better outcomes for children and young people. Therefore deleting these posts, without some form of replacement arrangement, was not considered to be a safe option.

15. Recruiting to the vacant posts would not deliver the reduction in senior management roles or saving in senior management pay within Children & Families Services. Therefore this was not considered to be a viable option.

Implications of the Recommendation

16. The post of Divisional Director of Children and Young People's Services will be advertised and subject to there being a suitable candidate an appointment made on the agreed D2 pay scale.

Equalities impact

Not applicable.

Legal comments

There are no legal implications in addition to those set out in the Background section of this report in paragraphs 1-4.

Financial Implications

Deleting the vacant posts of Divisional Director of Early Intervention Services and Divisional Director of Targeted Services will save £251k. The cost of this new post is £150k resulting in a net saving of £101k.

Section 3 - Statutory Officer Clearance

| | | |
|-----------------------|-------------------------------------|--|
| Name: Simon George | <input checked="" type="checkbox"/> | Chief Financial Officer |
| Date: 9 February 2015 | | |
| Name: Linda Cohen | <input checked="" type="checkbox"/> | on behalf of the Monitoring Officer |
| Date: 9 February 2015 | | |

Section 4 - Contact Details and Background Papers

Contact:

Chris Spencer, Corporate Director of Children & Families
Email: chris.spencer@harrow.gov.uk
DD: 02084241356

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank