

**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