

REPORT FOR: Chief Officers' Employment Panel

Date of Meeting: 26 October 2015

Subject: Remuneration Packages of £100,000 or greater.

Responsible Officer: Michael Lockwood, Chief Executive

Exempt: No

Enclosures: None

Section 1 – Summary and Recommendations

This report seeks Chief Officers' Employment Panel approval for changes to the remuneration to senior management posts as a result of the senior management restructure.

Recommendations:

The Panel is requested to approve the changes to the remuneration for the posts of:

- Divisional Director of Regeneration & Planning; and
 - Divisional Director of Commissioning (Community)
- as set out in the report

Section 2 – Report

Background

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’.

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.

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.

The statutory guidance states: *‘Remuneration includes salary, ...expenses, bonuses, performance related pay, as well as contractual arrangements involving possible future severance payments’.*

The Council delegates authority to the Chief Officers’ Employment Panel for determination of any remuneration package of £100,000 or greater

Senior management restructure

In April 2015 the Chief Executive commenced formal consultation on proposals for a revised senior management structure for the Council and at its meeting on 23rd April 2015, Cabinet received an information report which set out the background to the proposals and to which was attached a copy of the formal Consultation Pack.

Formal consultation concluded on the 20th May 2015 and on 17th June 2015 Cabinet received a report, which considered the responses to the consultation and Cabinet approved the proposed senior management structure as set out in the Consultation Pack.

Implementation of the approved senior management structure requires that a number of posts in the previous structure are deleted and new posts created. This involves revising existing role profiles or creating new role profiles and in accordance with the Council’s Pay Policy the pay grade for the new posts has been established through job evaluation.

This report seeks approval for a change to the remuneration for the Divisional Director of Regeneration & Planning and the Divisional Director of Commissioning (Community)

Divisional Director of Regeneration & Planning

The post of Divisional Director of Regeneration & Planning reports directly to the Chief Executive.

The post is a new post, which was created through the senior management restructure and which combines the main duties and accountabilities of the previous role of Divisional Director of Planning with the additional responsibilities of leading the council's significant regeneration programme and economic development.

The current post holder has been assimilated in to the new post. Appointment to the post is an Officer decision as it is neither a Chief Officer post, nor does it include a statutory role.

The previous role of Divisional Director of Planning was graded at D1; the salary scale for this grade is set out below:

	1	80,513
D1	2	84,088
	3	86,946
	4	90,208
	5	94,930

The Council's Pay Policy is that pay grading is established through job evaluation and the role profile for this new post has been evaluated at Grade D2; the salary scale for this grade is set out below:

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

The Chief Officers' Employment Panel is therefore recommended to approve that the remuneration for the new post of Divisional Director of Regeneration & Planning be on the D2 salary scale as set out above.

Divisional Director of Commissioning (Community)

The post of Director of Commissioning (Community) sits within the new Community Directorate and reports to the Corporate Director Community.

The post is an existing post, which is changed through the senior management restructure and which now includes the additional responsibilities of the Council's corporate landlord, including schools and managing parking and SEN transport services.

The previous role of Divisional Director of Commissioning (Community) was graded at D1; the salary scale for this grade is set out below:

	1	80,513
D1	2	84,088
	3	86,946
	4	90,208
	5	94,930

The Council's Pay Policy is that pay grading is established through job evaluation and the role profile for this new post has been evaluated at Grade D2; the salary scale for this grade is set out below:

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

The Chief Officers' Employment Panel is therefore recommended to approve the change in remuneration for the Director of Commissioning (Community) to the D2 salary scale as set out above.

A summary of the remuneration packages approved by the Chief Officers' Employment Panel will be reported for information to full Council.

Other options considered

The Council's Pay policy requires that the pay grade for the new posts is established through job evaluation. Any alternative would be in breach of this policy, placing the Council at risk of equal pay claims and so no other options have been considered.

Implications of the Recommendation

The revised grades and pay for the above posts will be implemented and the post holders will be appointed to the bottom of their new pay scale.

Although the changes in grade set out in the report will result in an increase in pay for the post holders, the wider changes facilitated by the senior management restructure reduce the numbers of senior management posts with a consequent saving in senior management revenue costs of some £4m over the next 4 years.

Equalities impact

There are no equalities implications arising from the recommendations in the report. The Council's use of job evaluation to determine grading and pay for senior management and other employees ensures equity and minimises the risk of equal pay issues.

Legal comments

None

Financial Implications

These changes in remuneration must be accommodated within existing budgets.

Section 3 - Statutory Officer Clearance

Name: Dawn Calvert	<input checked="" type="checkbox"/>	Chief Financial Officer
Date: 1 October 2015		
Name: Hugh Peart	<input checked="" type="checkbox"/>	Monitoring Officer
Date: 25 September 2015		

Section 4 - Contact Details and Background Papers

Contact:

Jon Turner, Divisional Director of HR, Development & Shared Services

Email: jon.turner@harrow.gov.uk

DD: 02084241225

Background Papers:

Cabinet Information Report – Senior Management Restructure, 23 April 2015
<http://www.harrow.gov.uk/www2/documents/g62362/Public%20reports%20pack%20Thursday%2023-Apr-2015%2018.30%20Cabinet.pdf?T=10>

Cabinet Report – Senior Management Restructure, 17 June 2015
<http://www.harrow.gov.uk/www2/documents/g62614/Public%20reports%20pack%20Wednesday%2017-Jun-2015%2018.30%20Cabinet.pdf?T=10>