

Report for: COUNCIL

Date of Meeting: 30 September 2021

Subject: **INFORMATION REPORT –
Remuneration packages of
£100,000 or greater**

Responsible Officer: Paul Hewitt
Corporate Director People Services

Exempt: No

Wards affected: N/A

Enclosures: Appendix 1: Job Descriptions &
Person Specifications

Section 1 – Summary and Recommendations

This report sets out a summary of the remuneration packages amounting to £100,000 or greater approved by the Chief Officers' Employment Panel for the posts of Director of Education and Director People Services Strategy and Commissioning.

FOR INFORMATION

Section 2 – Report

- 2.1 The Localism Act 2011 requires Local Authorities to agree and publish an annual Pay Policy Statement.
- 2.2 The statutory guidance states: 'Remuneration includes salary, expenses, bonuses, performance related pay, as well as contractual arrangements involving possible future severance payments'. Authorities are required to take account of this guidance when preparing their pay policy statements.
- 2.3 The Council delegates authority to the Chief Officers' Employment Panel for determination of any remuneration package of £100,000 or payment on termination of employment amount to £100,000 or greater. Council also agreed that a summary of any remuneration packages or payments on termination of employment amounting to £100,000 or greater approved by the Chief Officers' Employment Panel be reported for information to full Council.
- 2.4 Since the last report to Council, the Chief Officers' Employment Panel has approved remuneration packages for the Director of Education and Director of People Services Strategy and Commissioning in the People Services directorate.
- 2.5 The current structure for People Services was established in April 2016 with the appointment of the Divisional Director Education Services and Divisional Director People Services Strategy, Commercialisation and Regeneration. Since then there have been several service reviews and minor and major re-structures to realign services and ensure capacity is effectively deployed including the People Services Commissioning re-structure following the LGA Peer Review and the School Effectiveness and Improvement and Early Years re-structures.
- 2.6 The role profiles for the Divisional Director posts and titles have been reviewed and updated, to reflect the changes that had evolved over time, and to incorporate the current responsibilities. The roles of these posts, Director of Education Services and Director of People Services Strategy and Commissioning are critical to ensure that there are clear lines of

accountability across the Directorate, and clarity about these accountabilities for both internal and external stakeholders.

- 2.7 Prior to the evaluation, the current postholders were fulfilling the roles and responsibilities set out at Appendix A and asked for the roles to be re-evaluated. Both postholders are already in post and have been assimilated to the new grade of D2, salary £109,785 - £123,588.

Legal Implications

In accordance with the Council's Constitution the Chief Officers' Employment Panel is required to approve a remuneration package of £100,000 or over for any Council post.

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

Financial Implications

The financial implications are contained within the current resources of the People Services Directorate.

Risk Management Implications

Risk included on Directorates risk registers: No
Separate risk register in place: No

The report to the Chief Officers' Employment Panel complies with the Chief Officer and senior manager contractual terms and conditions of employment.

Equalities implications / Public Sector Equality Duty

Was an Equality Impact Assessment carried out? No

An Equality Impact Assessment (EqIA) has not been carried out, as the diversity of senior management is reported annually to the Employees' Consultative Forum. The latest annual report identified from the Council's workforce profile data, that there is an under representation of women, BAME and disabled staff in the current senior management structure. The following actions have been proposed over the last number of years:

- The Council will ensure all affected managers are treated fairly and there is no discrimination.
- The Council will continue to promote equality of opportunity and encourage and facilitate the development and appointment of underrepresented groups into senior posts.

- As the current postholders has been assimilated into these roles, the outcome of this exercise resulted in no change to this under representation.
- The Council will continue to monitor the representation of women, black and ethnic minorities and those with a disability in senior management through performance indicators and report this annually to the Employees' Consultative Forum.

Council Priorities

These roles will support the Council's objectives in a number of areas and relate to the following high-level priorities:

1. Improving the environment and addressing climate change
2. Tackling poverty and inequality
3. Building homes and infrastructure
4. Addressing health and social care inequality
5. Thriving economy

Section 4 - Contact Details and Background Papers

Contact: Stacy Bailey, Interim Head of Employee Relations

Background Papers: Report to the Chief Officers' Employment Panel – 18 March 2021