

Report for: Council

Date of Meeting: 30 September 2021

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

Responsible Officer: Tracey Connage, Director of HR&OD

Exempt: No

Wards affected: N/a

Enclosures: None

Section 1 – Summary

This report sets out a summary of the latest remuneration and severance packages amounting to £100,000 or greater approved by the Chief Officers' Employment Panel.

FOR INFORMATION

Section 2 – Report

Background

1. The Localism Act 2011 requires Local Authorities to agree and publish an annual Pay Policy Statement.
2. DCLG guidance ('Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011') states that 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.
3. 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.
4. 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.
5. Since the last report to Council, the Chief Officers' Employment Panel has approved remuneration packages for the following posts:
 - Head of Change and Flexible Futures – Resources Directorate
 - Team Leader – Children Services – People Directorate
6. **The post of Head of Change and Flexible Futures**

On 27 July 2021 at the Chief Officers' Employment Panel Members received a report from the Corporate Director of Resources which set out details of a new post of Head of Change and Flexible Futures and sought approval for a potential salary level over £100,000.
7. The Corporate Director of Resources outlined the content of the report and explained that the matter was before Members as the role had been evaluated at D1, the salary band of which straddled £100,000 and therefore required the approval of the Panel. He advised that the postholder would lead the introduction of flexible futures, which was critically important to the Council, and augment further governance around project management. If successful at the ring-fenced interview, the additional cost to the Council of

appointing the current Head of Change to this role would be £18,000 over two years.

8. It was resolved that the post of Head of Change and Flexible Futures be allocated to the grade of D1, of which the top point exceeded £100,000.

9. The post of Team Manager – Children’s Services – People Directorate

On 27 July 2021 at the Chief Officers’ Employment Panel Members received a report from the Corporate Director of People which set out details of a severance payment to a Team Manager within Children’s Services (see costs in in point 13). The post is graded as MG1 (£53,568.00 plus on costs). The statutory guidance states: ‘the components of relevant severance packages may include salary paid in lieu, redundancy compensation, pension entitlements, holiday pay and any bonuses, fees or allowances paid’.

10. A significant proportion of the Council’s staff are members of the Local Government Pension Scheme and many have long pensionable service. Those aged 55 and over also have a statutory entitlement to payment of their pension benefits if their employment is terminated on the grounds of redundancy or efficiency of the service.
11. There has been a restructure within the Children’s Services team in order to improve and strengthen service delivery to looked-after children and young people. The restructure has been designed to implement best practice and is in response to Ofsted inspection recommendations, feedback from children and young people themselves, and messages from research about the importance of stability and transitions for young people. The restructure will build and strengthen capacity within the Corporate Parenting service, minimise changes of workers for children and young people, develop consistent decision-making and improve transitions for young people leaving care.
12. This approach was endorsed by cross-party support at the Corporate Parenting Panel. The new staffing structure will result in the deletion of 1 post to realign staffing to resources to fit within the new structure. The new structure is expected to be fully implemented from 1 October 2021.
13. As the value of the severance payment exceeded £100k agreement from the COEP was sought.

Section 3 – Financial Implications

The financial implications of this report will be contained within current budget provision.’

Section 4 – Equalities Implications

Equality Impact Assessments, where appropriate, have been carried out and published.

Section 5 - Statutory Officer Clearance

Statutory Officer: Dawn Calvert

Signed by the Chief Financial Officer

Date: 22 September 2021

Statutory Officer: Hugh Peart

Signed on behalf of the Monitoring Officer Date:

Date: 22 September 2021

Section 6 - Contact Details and Background Papers

Contact: Tracey Connage, Director of HR&OD –
tracey.connage@harrow.gov.uk

Background Papers:

Public report to the Chief Officers' Employment Panel 27 July 2021.