



LONDON BOROUGH OF
HARROW

Report for: Council

Date of Meeting: 28 September 2023

Subject: Information Report – Remuneration Packages of £100,000 or greater

Responsible Officer: Alex Dewsnap – Managing Director (Head of Paid Service)

Exempt: No

Wards affected: N/a

Enclosures: None

Section 1 – Summary and Recommendations

This report sets out a summary of the remuneration packages approved by the Chief Officers' Employment Panel (COEP) from May 2023 till August 2023.

Recommendations:

That the report be noted.

Section 2 – Report

1. Department for Levelling Up, Housing and Communities (DHLUC) guidance ('Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011') states that the full Council should be given the opportunity to vote on any remuneration package of £100,000pa or greater.
2. The Council delegates authority to the Chief Officers' Employment Panel ('COEP') the determination of any remuneration package of £100,000, subject to all approvals being reported for information to the full Council.
3. Between May 2023 and August 2023, three roles were approved by the Chief Officers' Employment Panel.
4. The Chief Officers' Employment Panel approved the following roles:
5. **Managing Director (Head of Paid Service)**

The Head of Paid Service is a statutory role for the Council and was fulfilled by a permanent post holder from September 2022. Following the postholder's resignation, recruitment to this statutory post was undertaken. In May 2023, following a recruitment process in line with the Council's policies, an appointment was made to the Managing Director (Head of Paid Service) post with a remuneration package of CE1 grade £165,941 per annum, plus the employer's Local Government Pension Scheme. The appointment is for a six-month period with an option to extend for three years.

6. **Director of Children's Services**

The Director of Children Services (Grade D3) is a Statutory Chief Officer post. The previous permanent postholder retired at the end of May 2023 and an interim appointment was made The Director of Children's Services (DCS) post holds significant statutory responsibilities in how the Council look after Harrow's children and forms an integral link with our partners such as schools.

In July 2023, following a recruitment process in line with the Council's policies, an appointment was made to the Director of Children Services post

with a remuneration package of D3 grade £132,168 per annum, plus the employer's Local Government Pension Scheme.

7. Interim Director of Finance and Assurance (Section 151 Officer)

The Director of Finance and Assurance (Section 151 Officer) post is a statutory role for the Council and holds significant responsibilities in how the Council manages and delivers services to residents. The previous permanent post holder resigned and left the Council in August 2023.

In August 2023, following a recruitment process in line with the Council policies, an appointment was made to the Interim Director of Finance and Assurance post with a remuneration package of D3 grade £132,168 per annum, plus the employer's Local Government Pension Scheme.

Legal Implications

In accordance with the Constitution, the Chief Officers' Employment Panel is required to approve remuneration packages of £100,000 or greater for a Council Post. The Panel is required to report back to Council for information purposes on all such approved remuneration packages.

Harrow Council's Pay Policy Statement 2019 provides that: 'All employees, including Chief Officers, are normally appointed on the lowest pay spine column point for their job evaluated grade. In exceptional circumstances, employees may be appointed at a higher point within the evaluated grade. The Council may apply market supplement payments to jobs with recruitment or retention difficulties.'

Financial Implications

The salary for the Managing Director (Head of Paid Service), Director of Children's Services and Interim Director of Finance and Assurance is fully accounted for in the relevant directorates annual budget.

Risk Management Implications

Risks included on corporate or directorate risk register? **No**

Separate risk register in place? **No**

The relevant risks contained in the register are attached/summarised below. **n/a**

Equalities implications / Public Sector Equality Duty

Was an Equality Impact Assessment carried out? No

- The roles quoted in this report have the mandatory responsibility to deliver the Council's vision and values by addressing inequalities faced by the residents of Harrow.
- One of the responsibilities for the postholders is to promote equality, diversity and inclusion and reduce inequalities, ensuring that everyone can contribute through everyday actions to deliver the required health and well-being outcomes.

Council Priorities

Please identify how the decision sought delivers this priority.

1. **A council that puts residents first.**
2. **A borough that is clean and safe.**
3. **A place where those in need are supported.**

Section 3 - Statutory Officer Clearance

Statutory Officer: Jessie Man

Signed on behalf of the Chief Financial Officer

Date: 15/09/2023

Statutory Officer: Jessica Farmer

Signed by the Monitoring Officer

Date: 18/09/2023

Chief Officer: Alex Dewsnap

Signed by the Managing Director

Date: 15/09/2023

Mandatory Checks

Ward Councillors notified: NO as it impacts on all Wards.

Section 4 - Contact Details and Background Papers

Contact: Akhil Wilson, Head of Resourcing – akhil.wilson@harrow.gov.uk