



LONDON BOROUGH OF  
**HARROW**

**Report for: Council**

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**Date of Meeting:** 30 November 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**

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This report sets out a summary of the remuneration packages approved by the Chief Officers' Employment Panel (COEP) from May 2023 - 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 August 2023 and October 2023, two roles were approved by the Chief Officers' Employment Panel.
4. Following the restructure of Resources Directorate senior management posts, COEP held on 31 August 2023 approved the following roles:
5. **Assistant Director of Corporate Strategy**

The Assistant Director of Corporate Strategy post is critical for coordinating and leading general strategy development, partnership, communication, performance and scrutiny, and commissioning activities across the Council and the Borough. The post also directly supports the Managing Director on broader policy matters and strategic cross-cutting issues and acts as the interface to the London Local Authority partnerships.

In October 2023, following a recruitment process in line with the Council policies, an appointment was made to the Assistant Director of Corporate Strategy post with a remuneration package of D1 £91,353 - £107,309 per annum, plus the employer's Local Government Pension Scheme.

6. **Assistant Director Digital, Data and Customer Experience**

The Assistant Director Digital, Data and Customer Experience post has been appointed through assimilation. An additional payment of £6,000 is paid to the Assistant Director of Digital, Data and Customer Experience postholder, based upon the Transformation role of the Director of Corporate Resources and Transformation needing to be delivered whilst the role is left vacant (following the role holder taking on the Managing Director role).

The additional duties to be carried out are listed below:

- Has responsibility for digital Transformation in collaboration with the Director of IT.
- Collaborate closely with executive leadership, business units, and IT teams to align digital strategies with organisational goals, enhance customer experiences, and drive operational efficiencies.
- Develop and implement a comprehensive digital transformation strategy and roadmap that aligns with the organisation's vision and goals.
- Lead and manage cross-functional teams to execute digital transformation initiatives, ensuring successful project delivery within defined timelines and budgets.
- Stay updated on emerging technologies, industry trends, and best practices related to digital transformation, and provide strategic recommendations to senior management. Collaborate with business units to identify opportunities for digital innovation and process improvement, leveraging technology to drive business growth and enhance operational efficiency.
- Foster a culture of digital transformation and innovation within the organisation, encouraging experimentation, learning, and continuous improvement. Partner with executive leadership to establish key performance indicators (KPIs) and metrics to measure the effectiveness and impact of digital initiatives.

## **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 Assistant Director of Digital, Data, and Customer Services, and Assistant Director of Corporate Strategy is fully accounted for in the relevant Directorate 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**

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: 20/11/2023**

### **Statutory Officer: Jessica Farmer**

Signed on by the Monitoring Officer

**Date: 21/11/2023**

### **Chief Officer: Alex Dewsnap**

Signed by the Managing Director

**Date: 20/11/2023**

## **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](mailto:akhil.wilson@harrow.gov.uk)