



LONDON BOROUGH OF  
**HARROW**

**Report for: Annual Council**

---

**Date of Meeting:** 16 May 2024

**Subject:** Information Report – Remuneration and Severance 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 summarises the remuneration and severance packages approved by the Chief Officers' Employment Panel (COEP) from February 2024 - April 2024.

### 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 approval of any remuneration package of £100,000 and the approval of any severance package of £100,000 or more, subject to all approvals being reported for information to the full Council.
3. The Council delegates authority to the Chief Officers' Employment Panel to determine any payments on termination of £100,000 or greater. In the case of redundancy, the components of the severance package, including pensions, are contractual, and any refusal to approve them would be a breach of contract and could result in a legal challenge for breach of contract and/or constructive dismissal.
4. Between February 2024 and April 2024, the Chief Officers' Employment Panel approved the below-listed remuneration, and severance packages:

### a) Assistant Director of Homes – D1

The **Assistant Director of Homes** is a business-critical role that will enhance the Council's capacity to deal with issues set out in the Regulator of Social Housing's regulatory notice of Harrow's breach of Housing Consumer Standards. The role will also be responsible for a significant revenue and capital budget. In addition to addressing these matters, the post holder will lead on property-related matters, ensuring homes are safe and that the Council confidently meets the new home standards.

The COEP panel convened in March 2024 and approved the remuneration package for the Assistant Director of Homes role, which is in line with the evaluated grade of D1 (£94,902 to £111,474).

**b) Director of Adults and Public Health – D3**

The Director of Adults and Public Health is a statutory post responsible for successfully delivering the council's vision and business priorities of Adult Social Care, Public Health, Commissioning, and designated services within the Adults Directorate. The post is responsible for managing the Director of Public Health and ensuring they can undertake their duties as set out in the statutory guidance on roles and responsibilities.

The COEP panel convened in April 2024 and approved the remuneration package for the Director of Adults and Public Health (D3) (£132,168 - £145,575).

**c) Assistant Director Strategy and Commissioning – D1**

The Assistant Director of Strategy and Commissioning is a business-critical post that will manage and strategically direct the Strategy and Commissioning Division. The post holder will advise the Director of Adults and Public Health and the Director of Children's Services regarding reforms and responses to the national government agenda that impacts commissioning services across the care sector.

The COEP panel convened in April 2024 and approved the remuneration package for the Assistant Director Strategy and Commissioning (D1) grade (£94,356 - £111,474).

**d) Severance Package of £100k or greater**

- i. Following the restructuring of the People Directorate, Members received two confidential reports that sought approval for severance packages greater than £100,000. COEPs were held on 20 March 2024 and 24 April 2024 and approved both severance packages.
- ii. Following the restructuring of the Place Directorate, Members received two confidential reports seeking approval for a severance package greater than £100,000. The COEP meeting on 24 April 2024 approved both severance packages.

## **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 and any severance package of £100,000 or greater. The Panel is

required to report back to Council for information purposes on all such approved remuneration packages.

## **Financial Implications**

The cost for the below-listed posts is budgeted for and part of the establishment, including employers' costs:

<b>Position</b>	<b>Grade</b>	<b>Salary Range</b>
Director of Legal and Governance	D3	£132,168 - £145, 575
Assistant Director of Housing	D1	£94,902 - £111,474
Director of Adults and Public Health	D3	£132,168 - £145, 575
Assistant Director Strategy and Commissioning	D1	£94,902 - £111,474

The Severance package is funded from a one-off MTFS Implementation reserve held corporately.

## **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: Sharon Daniels**

Signed by the Chief Financial Officer

**Date: 30/04/2024**

**Statutory Officer: Caroline Eccles**

Signed on behalf of the Monitoring Officer

**Date: 30/04/2024**

**Chief Officer: Alex Dewsnap**

Signed by the Managing Director

**Date: 30/04/2024**

## **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)