

## CHIEF OFFICER APPOINTMENTS PANEL

15 SEPTEMBER 2004

Chair: \* Councillor N Shah (See Minute 24 below)

Councillors: Miss Bednell (1) \* C Mote  
\* Miss Lyne \* Stephenson (2)

\* Denotes Member present  
(1) and (2) Denote Nominee substitutes (see Minute 26 below).

**PART I - RECOMMENDATIONS - NIL****PART II - MINUTES**

24. **Chair of the Panel/Chair for the Meeting:**  
The appointed Chair for the Municipal Year 2004/05, Councillor Foulds having appointed a nominee substitute to attend this meeting in his place, it was necessary to agree a Chair for the meeting.  
  
Councillor N Shah having been duly nominated and seconded, it was  
**RESOLVED:** That Councillor N Shah be appointed Chair of the Panel for the purposes of this meeting.
25. **Arrangement of Agenda:**  
**RESOLVED:** That the items appearing in Part II of the agenda (Minutes 29 and 30 refer) be considered with the press and public excluded on the grounds that they contained confidential information which was exempt under the provisions of paragraph 1 of Part I to Schedule 12A of the Local Government Act 1972, in that it related to applicants to become an office holder and to particular employees of the Authority.
26. **Membership:**  
**RESOLVED:** That the attendance of Nominee Members at this meeting, further to the formula membership of the Panel, be noted as follows:-
- | <u>Original Member</u>                   | <u>Nominee Member</u>   |
|--|---|
| Councillor D Ashton<br>Councillor Foulds | Councillor Miss Bednell (unable to attend)<br>Councillor Stephenson |
27. **Declarations of Interest:**  
**RESOLVED:** That it be noted that there were no declarations of interest by Members in relation to the business on the agenda for this Panel meeting.
28. **Minutes:**  
**RESOLVED:** That the minutes of the Chief Officer Appointments Panel meeting held on 20 August 2004, be deferred until printed into the Council Minute Volume.
29. **Appointment of Executive Director (People First):**  
The Panel having interviewed two short-listed external candidates for the post of Executive Director (People First), it was  
**RESOLVED:** That Miss Lorraine O'Reilly, Director, Education and Lifelong Learning, Southend Borough Council be appointed to the post of Executive Director (People First) at the London Borough of Harrow with effect from a date to be determined and in accordance with the terms and conditions governing Chief Officer posts.
30. **Chief Officer Salary Scales:**  
The salary scales for Executive Director and Director posts had been agreed in October 2002 and March 2003.

The Chief Executive reported on the review which had been sought as to the levels at which the Directors of Strategy were being appointed and in the context of relative differentials to the salaries agreed for Group Manager plus roles under the Middle Management Review. A comparison was drawn with current market rates for Executive Director and Director level posts in other authorities. The successful

recruitment to the Executive Director (People First) post was likely to require that the market rate be matched.

**RESOLVED:** (1) That the revised salary levels for the Directors of Strategy, Directors of Professional Services and Area Directors and for Executive Directors be approved as set out in Appendix 1 to the Chief Executive's report and to incorporate the Chief Officer pay award;

(2) that the new scales be implemented with effect from 1 July 2004 and the assimilation of current postholders onto the new scales be made on the basis proposed;

(3) that the additional cost in the current year be met from departmental budgets and the inflation allowed to accommodate the pay award;

(4) that it be recorded that the Panel's agreement to the salary levels in (1) above had been necessary to enable an appointment to be made to the post of Executive Director (People First) but it be noted that Members had approved this reluctantly;

(5) that, further to (4), the Chief Executive be requested to prepare a report to Cabinet on the establishment of a Remuneration Panel, with terms of reference to recommend to Cabinet or the Council, as appropriate, issues pertaining to Members' Allowances and Chief Officer Salaries such that these decisions would be an integral part of the Council's budget-making process.

[Note: Councillor Miss Lyne wished to be recorded as having voted against the decision at (1) above and Councillor C Mote wished to be recorded as having abstained].

(Note: The meeting having commenced at 1.15 pm, closed at 5.10 pm)

(Signed) COUNCILLOR NAVIN SHAH  
Chair