

REPORT TO:	APPOINTMENTS COMMITTEE 26 April 2016
AGENDA ITEM:	5
SUBJECT:	APPOINTMENT OF THE EXECUTIVE DIRECTOR - PEOPLE
LEAD OFFICER:	Chief Executive Director of Human Resources
CABINET MEMBER:	Councillor Alison Bulter – Homes & Regeneration Councillor Alisa Flemming – Children, Young People & Learners Councillor Louisa Woodley – Families, Health & Social Care
WARDS:	All
CORPORATE PRIORITY/POLICY CONTEXT: The Council's management structure	
FINANCIAL SUMMARY: The salary cost of this post is contained within the 2016/2017 budget.	
KEY DECISION REFERENCE NO: n/a	

<p>1. RECOMMENDATIONS</p> <p>1.1 That the Committee:</p> <p>1.2 1.1.1 Agree the salary package of the Executive Director – People of up to</p> <p>1.3 £165,000 per annum (Including provision for a market supplement of</p> <p>1.4 up to £15,000 per annum) under section 40 of the Localism Act 2011.</p> <p>1.1.2 Undertakes the selection for and agree an appointment to the post of Executive Director - People as detailed in Part B of this meeting.</p> <p>1.1.3 Note that this report is being reported to the Committee under section 40 of the Localism Act 2011</p>

2. EXECUTIVE SUMMARY

- 2.1 This report seeks the Committee's approval of salary packages for the post of Executive Director - People of up to £165,000 per annum (including market supplement of £15k per annum); and undertake the selection for and agree an appointment to the post of Executive Director – People as detailed in Part B of this meeting.

3. DETAIL

Background

- 3.1. The Council restructured into three departments from 01 April 2015 and successfully appointed internally to the role of Executive Director - People from the same date.
- 3.2. The current post holder will be retiring with effect from 31 July 2016, having very capably and effectively set up and embedded the new People Department within the Council in the intervening time and given the Council an extended period of notice to enable the Council to successfully recruit and transition this role.
- 3.3. The post has been advertised externally and the intention is to appoint to the vacancy that has arisen and to facilitate an effective handover period. There are no internal candidates for this post.

Localism Act 2011

- 3.4 Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments in accordance with the threshold specified in statutory guidance issued by the Secretary of State under section 40 of the Localism Act 2011. The statutory guidance is that elected Members should be given an opportunity to vote before a salary package upon appointment above a specified threshold is offered; and a severance package beyond a specified threshold is approved for staff leaving the Council's employment. For both these purposes, the specified threshold is currently £99,999 as set by Government.
- 3.5 Under the Council's current pay arrangements the Executive Director - People would be graded at a level in accordance with section 40 of the Localism Act 2011 and therefore a decision is required by the Committee to appoint at this pay level.
- 3.6 The pay and grading arrangements for chief officers (tier 1 posts) moved to fixed pay points in 2015 (to be reviewed next year, April 2017); and the Council's pay policy from April 2016 was agreed by a meeting of the Council 29 February 2016 and Cabinet 22 February 2016. The pay for tier 1 posts within the Council no longer increases with the cost of living pay increases agreed the Chief Officer nationally and these salaries are now spot salary arrangements for the organisation.
- 3.7 Provisions within the pay policy exist to ensure that the salary applied is sufficiently competitive to recruit and retain a suitably qualified and capable individual within the prevailing market at the time of appointment,
- 3.8 The current fixed pay point for the post is £150,000 per annum; and benchmarking against comparable roles in London and south-east England and salary data from the London Council's pay survey 2014 and from the Hays Group indicate that this is appropriate – but that provision for an additional market supplement of up to £15k per annum may be required to attract the calibre of candidate for this role within the context of the borough's opportunities and challenges.

4 FINANCIAL AND RISK CONSIDERATIONS

4.1 Revenue and Capital consequences of report recommendations

	Current year		
	2016/17	2017/18	2018/19
	£'000	£'000	£'000
Revenue Budget available			
Expenditure - current post holder	165		
Effect of decision from report			
Salary costs	165		
Overspend / (underspend)	0	0	0

4.2 The effect of the decision

4.3 Risks

4.4 Options

The alternative option of not filling the role is not considered sustainable.

4.5 Future savings/efficiencies

None identified.

(Approved by: Lisa Taylor – Assistant Director of Finance and Deputy S151 Officer)

5 COMMENTS OF THE COUNCIL'S ACTING SOLICITOR AND ACTING MONITORING OFFICER

5.1 The Council may appoint such staff as it considers necessary for the proper discharge of its functions on such reasonable terms and conditions, including remuneration, as the Council thinks fit.

(Approved by Gabriel MacGregor, Acting Council Solicitor and Acting Monitoring Officer)

6 CUSTOMER, EQUALITIES, HUMAN RIGHTS, FREEDOM OF INFORMATION, DATA PROTECTION CRIME AND DISORDER IMPACT

6.1 There are no direct considerations arising from this report.

CONTACT OFFICER: Heather Daley, Director of Human Resources

BACKGROUND DOCUMENTS: None