



County Council – 21 April 2016

Recommendations from the Staffing Committee meeting held on 24 March 2016

Composition of the Staffing Committee

- 22 The Head of Legal and Democratic Services drew members' attention to the increasing problems of quorum for this meeting and presented options for increasing the size of the Committee for members to consider.

One member highlighted that one of the benefits of having a small Committee was the good discussions that had been generated and he did not wish to see this lost.

Following a question about the use of reserve members, the Head of Legal and Democratic Services advised this had been considered but the disadvantage of this would be the lack of continuity and knowledge that members built up in respect of a Committee that met regularly.

RECOMMENDED

That the Committee be increased to 8 members, following political proportionality (5 Conservative, 2 Liberal Democrats and 1 Labour nominated by Group Leaders), to ensure meetings of the Staffing Committee were quorate.

Senior Roles

- 27 The Committee considered an exempt report by the Chief Executive which set out the current situation in respect of role definitions, terms and conditions of employment, job evaluation (JE) and pay and grading in respect of senior manager (Head of Service) posts.

Members were advised that no appeals had been lodged during this process and generally officers were content with the outcomes.

Members considered the pay elements of the report which set out the key reasons for the proposal for change to pay for Heads of Service and the Assistant Chief Executive.

Heads of Service are paid between £63,348 and £79,714 per annum. The role of these leaders has changed significantly with a focus on delivering transformational change for the council whilst managing widening and more strategic portfolios and a shift to direct accountability to members including leading on areas of significant organisational risk. Alongside this change there had been just in excess of a 50% reduction of posts in the last 10 years. Market evidence provided identified that the pay levels are below both national and regional averages. There was acknowledgement that any increase in pay would need to be proportionate, aligned with the market but also affordable. The proposed structure would be funded from savings achieved through a reduction in corporate Heads of Service in 2015.

The proposed change to the salary band for the Assistant Chief Executive would not result in an increase at the top end of the structure but enables separation from the Director salary band.

Members considered the following proposed structures for Heads of Service and Assistant Chief Executive which provides for a two level salary band for Heads of Service:-

Salary Band	Salary (£) from April 2016	Posts
Chief Executive Salary Band	140,000 to 155,000 (no change, cost of living pay award pending)	Chief Executive
Chief Officer Salary Band 1	109,000 to 124,000 (no change, cost of living pay award pending)	Director
Chief Officer Salary Band 2	93,000 to 100,000	Assistant Chief Executive
Chief Officer Salary Band 3	86,500 to 91,000	Assist Director/Head of Service
Chief Officer Salary Band 4	80,500 to 85,000	Assist Director/Head of Service

Resolved

That Heads of Service roles be established on Chief Officer terms and conditions of employment.

RECOMMENDED

That the County Council be asked to ratify the proposed new pay structures for the Assistant Chief Executive and Heads of Service and they be reflected in the council's pay policy statement.

Reason for recommendation

To confirm the final implementation arrangements in respect of the review of Senior Manager roles given the committee's remit in respect of employee terms and conditions of employment.