



# **Review of Senior Roles Shaping Dorset**

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## **1 Introduction**

- 1.1 We have been asked to carry out a job evaluation exercise on the proposed second tier roles which will be the Councils senior management team.

**Executive Director Place**

**Executive Director People – Children’s Services**

**Executive Director Resources (section151)**

**Executive Director People – Adults & Communities**

**Executive Director - Public Health**

**Corporate Director – Legal and Democratic Services**

- 1.2 These evaluations are based on the information provided and allows us to identify the size of these new roles and offer advice as to appropriate salary levels. Using the LGA Senior Manager Job Evaluation scheme at this time will enable the new Council to carry out job evaluation for all new senior roles in the new organisational structure should it wish.

## **2. Background**

- 2.1 The LGA Senior Managers Job Evaluation Scheme has been developed specifically for senior managers in local government and other public bodies,
- 2.2 The Senior Managers Job Evaluation Scheme has four main areas of criteria.

- Knowledge which measures the depth of knowledge required alongside the breadth of knowledge, which looks at the extent of planning and integration involved in the role.
- Creative Thinking required/Policy Direction involved this takes into account the complexity of the challenges, the need for innovative thinking and the level of discretion the post has and operates in.
- Impact on People / Organisation(s) this factor evaluates the internal managerial influence and the external influence posts have. It takes into consideration managerial influence and external relationships including the community, other public partnerships and suppliers.
- Responsibility for Resources this factor considers the size of budget resources managed and the type and level of responsibility associated for managing them.

### **3 Evaluation**

3.1 The Corporate accountabilities of all of the posts has resulted in the indicative scores being the same, the nature and size of these roles in terms of the organisational structure also suggests these posts would be of similar job size

### **4.0 Pay**

4.1 Based on our knowledge of the current market we would recommend a salary of £120k to £135k. In order to attract and retain high calibre officers it may be necessary to pay at the upper quartile of this range. Our pay data on 3<sup>rd</sup> tier posts against the proposed salary range for the 3<sup>rd</sup>

tier posts suggests pay in the upper quartile (as a guide it is usual to see a pay gap of between 80% to 85% between tiers) It is also important to consider the local market at this time .

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