

Shadow Dorset Council

Date of Meeting	27 September 2018
Officer	Nicola Houwayek, HR Lead, Shaping Dorset Council Programme
Subject of Report	Tier 2 Roles – Salary Ranges and Appointments
Executive Summary	<p>At its meeting on 17 September, the Shadow Executive Council agreed the proposed structure and appointments process for the Tier 2 posts and for the Monitoring Office post at Tier 3 for Dorset Council. Before these posts can be advertised, and as the recommended ranges exceed £100,000, the proposed salary ranges need to be agreed by the Shadow Council.</p> <p>At its meeting on 7 June, the Shadow Dorset Council agreed the LGA recommended salary range of £160k-£175k for the Chief Executive post for Dorset Council.</p> <p>Further advice has been sought from the LGA for the salary range for Tier 2 and Tier 3 posts. Following evaluation against the LGA Chief officer scheme and undertaking benchmarking the recommended salary ranges are:</p> <ul style="list-style-type: none"> - Tier 2 - £120k - £135k - Tier 3 (Monitoring Officer) - £85k - £110k
Impact Assessment:	<p>Equalities Impact Assessment:</p> <p>N/A</p> <p>Use of Evidence:</p> <p>Budget:</p> <p>The proposed salary range for new Tier 2 posts and the reduction in the number of Tier 2 posts is expected to deliver savings in excess of £1m</p> <p>Risk Assessment:</p> <p>Having considered the risks associated with this decision using the LGR approved risk management methodology, the level of risk has been identified as: Current Risk: HIGH</p>

	Residual Risk: MEDIUM
	Other Implications:
Recommendation	<p>Shadow Dorset Council is asked to agree:</p> <ol style="list-style-type: none"> 1. The recommended salary range of £120k - £135k for Tier 2 posts, with flexibility to go to £140k for an exceptional candidate 2. The recommended salary range of £85K - £110K for the Monitoring Officer role and subsequent roles that are evaluated at the same level, subject to further benchmarking being undertaken by the LGA 3. For the Shadow Executive Committee to be given authority to agree the most appropriate approach for the remuneration for the Tier 2 post, either as a spot salary or a salary scale with defined performance measures. 4. For a further meeting of the Shadow Council to be scheduled for December to enable agreement of the Tier 2 statutory posts as recommended by the Shadow Senior Appointments Committee.
Reason for Recommendation	To enable the recruitment process for the Tier 2 and Monitoring Officer roles to commence.
Appendices	<p>Appendix 1 - DCC Chief Officer Pay Scales 2018 Appendix 2 – LGA report on senior roles for Dorset Council Appendix 3 – Structure Chart for Tier 2 and Monitoring Officer post and Timetable for the recruitment and selection process</p>
Background Papers	Included as Appendices
Officer Contact	<p>Name: Nicola Houwayek Tel: 01305 224497 Email: nicola.houwayek@dorsetcc.gov.uk</p>

1. Background

- 1.1. The recruitment process for the new Chief Executive for Dorset Council concluded on 13 September with a recommendation to full council elsewhere on this agenda. It is now important that we recruit to the next layer in the organisation. Recruiting to these senior posts is a significant part of setting the culture of the new authority and it is rare to have the opportunity to select a new Senior Leadership Team.

2. Salary Recommendations

- 2.1. To enable us to start the recruitment process, so that we are able to appoint people before 1 April, we need to agree the salary range we will advertise jobs at.
- 2.2. For the four Tier 2 posts the LGA have recommended a salary range of £120k - £135k and recognise that for certain roles in the structure, it may be challenging to find the right

candidate. On this basis, we are proposing that we can exceed the higher end of this range and have the flexibility to offer up to £140k for the right candidate. This reflects the challenging recruitment market for posts with key statutory responsibilities.

- 2.3. We also need to appoint to one role at Tier 3, to ensure that the statutory role of Monitoring Officer is confirmed. This role has been evaluated by the LGA. Further work needs to be undertaken to benchmark other roles at this level, as they are developed but, in order to attract the right people into roles at this level, a salary range of £85k - £110k is proposed.

3. Agreeing Appointments

- 3.1. The posts with a statutory designation (S151 and MO) will need to be agreed by full Council. The date of future meetings has not yet been agreed and so it is proposed that a further meeting takes place in December to enable the recommendations of the Shadow Senior Appointments Committee to be agreed.