

## SHEFFIELD CITY COUNCIL

### COUNCIL MEETING – 20<sup>TH</sup> FEBRUARY 2023

#### ITEM 11 – APPOINTMENTS TO CHIEF OFFICER POSTS – APPROVAL OF SALARY PACKAGES

##### SUPPLEMENTARY REPORT OF THE CHIEF EXECUTIVE

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##### **Purpose of Supplementary Report:**

Our current pay policy recognises that in exceptional circumstances it may be necessary to increase the pay for a particular role to secure an effective appointment. This supplementary report seeks approval of Full Council for a market supplement payment with the salary package for the Chief Operating Officer.

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##### **Supplementary Information**

This supplementary information provides more details to the Full Council Report, Agenda item 11, Appointments to Chief Officer Posts – Approval of Salary Packages.

In that report, Full Council is asked to approve the salary package of Chief Operating Officer £118,693 to £130,461.

The Council's current Pay Policy statement recognises at paragraph 26, headed "Flexibility to Address Recruitment Issues for Vacant Posts", that in exceptional circumstances when there are recruitment difficulties for a particular post and where there is evidence that an element or elements of the remuneration package are not sufficient to secure an effective appointment it may be necessary to increase the pay for a particular role to secure an effective appointment.

For the Chief Operating Officer recruitment, final interviews were concluded on 9th February. To secure the appointment, a market supplement payment of £8,539 has been offered with the salary of £130,461, lifting the total remuneration to £139,000.

The main report includes financial implications that 'The posts are within the budgeted establishment and provision has been made to fund the salaries on appointment'. There is no change to these financial implications with the offer of a market supplement payment. Provision has been made to fund the total salary of £139,000.

The recommendations in the main report are that the Council:-

- (a) notes the information contained in the report on the recruitment exercises for certain Chief Officer posts; and
- (b) approves the salary packages for the posts of Chief Operating Officer and Strategic Director of Children's Services, which are above £100,000

It is recommended that the Council approves an additional recommendation as follows:-

- (c) approves a market supplement payment of £8,539, lifting the total remuneration of the Chief Operating Officer to £139,000.