



Report to Council

Report of: Director of Human Resources and Customer Services

Date: 12 January 2022

Subject: Appointments to Chief Officer Posts in the Place and People Services Portfolios – Approval of Salary Packages

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Summary: This report provides details of the recruitment exercises being conducted in relation to certain Chief Officer posts within the Place and People Services Portfolios and seeks the approval of full Council to those salary packages which are above £100,000.

Recommendations: That the Council:-

- (a) notes the information contained in the report on the recruitment exercises for certain Chief Officer posts within the Place and People Services Portfolios; and
 - (b) approves the salary packages for the posts of Executive Directors of City Futures and of Operational Services, which are above £100,000.
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Background Papers: NONE

Category of Report: OPEN

Statutory and Council Policy Checklist

Financial Implications
YES Cleared by: Paul Schofield
Legal Implications
YES Cleared by: Nadine Wynter
Equality of Opportunity Implications
NO
Tackling Health Inequalities Implications
NO
Human rights Implications
NO:
Environmental and Sustainability implications
NO
Economic impact
NO
Community safety implications
NO
Human resources implications
YES
Property implications
NO
Area(s) affected
None
Relevant Scrutiny Committee if decision called in
Not applicable
Is the item a matter which is reserved for approval by the City Council?
YES
Press release
NO

**APPOINTMENTS TO CHIEF OFFICER POSTS IN THE PLACE AND PEOPLE
SERVICES PORTFOLIOS – APPROVAL OF SALARY PACKAGES**

1. Following an extensive national recruitment campaign, during the month of December, interviews were conducted for several new senior roles in the Council, primarily within the Place Portfolio, but also to a director post in the People Services Portfolio.

These posts were established following a report to the Co-Operative Executive on 21 July 2021 which recognised that to support the delivery of the ambition set out in the One Year Plan, and beyond, changes were to be made to the current Place Portfolio with a shift to two distinct but related portfolios: Place Operational Services and City Futures. The creation of these two new portfolios will enable a clear focus and create the specialist capacity needed to deliver our ambitions around climate change, regeneration and housing growth, jobs and skills, high quality operational services, and management of major contracts.

2. Senior Officer Employment Sub-Committees, with cross-party membership drawn from the Senior Officer Employment Committee, were convened to conduct interviews for the following posts:-

Executive Director, City Futures
Executive Director, Operational Services
Director of Integrated Commissioning
Director of Economic Development
Director of Direct Services
Director of Streetscene and Regulations

Interviews are due to take place later this month for the following post:-

Director of Climate and Investment

3. Of those posts, the salary packages of the Executive Directors of City Futures and of Operational Services attract salary packages worth over £100,000.
4. The Council's Pay Policy Statement was approved by the Council at its meeting held on 3rd March 2021. Annexe 1 of the Statement sets out the officer posts which are covered by the Policy Statement. As the posts being recruited to are either new or reconfigured existing roles none of the Chief Officer posts currently being recruited to are listed in Annexe 1.
5. The Pay Policy Statement also states, at paragraph 22, that "the Authority will ensure that, at the latest before an offer of appointment is made, any salary package for any post (not including schools) that is in excess of £100k will be considered by full Council. The salary package will be defined as base salary,

any fees, routinely payable allowances and benefits in kind that are due under the contract.” In preparing its Pay Policy Statement, the Council has had regard to the Department for Housing, Communities and Local Government’s guidance under Section 40 of the Localism Act 2011, *Openness and Accountability in Local Pay*.

6. In relation to each of these recruitment exercises, the Senior Officer Employment Sub-Committee has the authority to recommend an appointment to the post, subject to no objections to the intended appointment having been received from any Member of the Executive. Executive Members will be notified of intended appointments and will have a five working day period within which to submit (to the Council’s Monitoring Officer) an objection to the intended appointment. In due course, details of each individual appointment made will be reported to full Council for information.

7. However, as stated in paragraph 5, full Council is required to approve the salary packages for those posts which attract salary packages of £100,000 and above. Therefore, Council is asked to approve the salary packages as set out below:-

Executive Director, City Futures – salary package of £147,619

Executive Director, Operational Services – salary package of £154,322

These rates are within the job evaluated rate for this role which is £127,482 to £154,322.

8. ***Legal Implications***

Under the provisions set out in the Localism Act 2011 all councils are required to approve and publish a Pay Policy Statement on an annual basis. The guidance supporting the Pay Policy provisions requires that councils seek approval of payments of salary and benefit packages or termination payments in excess of £100,000. This guidance is reflected in the Council’s constitution which requires that all pay and benefits packages in excess of £100,000 are approved by full Council.

9. ***Financial and Commercial Implications***

The posts are all within the budgeted establishment and provision has been made to fund the salaries on appointment.

Mark Bennett
Director of Human Resources and Customer Services