



SHEFFIELD CITY COUNCIL Report to Council

Report of: Director of Human Resources and Customer Services

Date: 20 February 2023

Subject: Appointments to Chief Officer Posts – Approval of Salary Packages

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Purpose of Report:

This report provides details of the recruitment exercises being conducted in relation to certain Chief Officer posts 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; 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.

Background Papers: NONE

Category of Report: OPEN

Statutory and Council Policy Checklist

Financial & Commercial Implications
YES
Legal Implications
YES – Cleared by Andrea Simpson
Equality of Opportunity Implications
YES
Climate impact
NO
Tackling Health Inequalities implications
NO
Human Rights implications
NO
Economic impact
NO
Community Safety implications
NO
Human Resources implications
YES
Property implications
NO
Area(s) affected
NONE
Is the item a matter which is reserved for approval by the City Council?
YES
Press release
NO

1. INTRODUCTION & BACKGROUND

1.	The Council has introduced two new roles, of Chief Operating Officer and Strategic Director of Children’s Services, which attract a salary over £100,000.
2.	Following an extensive national recruitment campaign, during the month of December, the Senior Officer Employment Sub-Committee, with cross-party membership drawn from the Senior Officer Employment Committee conducted interviews for Chief Operating Officer role on 9 February 2023 and is conducting interviews for Strategic Director of Children’s Services in the next few months.
3.	The Council’s Pay Policy Statement was approved by the Council at its Budget meeting held on 2 March 2022. Annexe 1 of the Statement sets out the officer posts which are covered by the Policy Statement. As the posts being recruited to are new roles, they are not listed in Annexe 1.
4.	The Pay Policy Statement also states, at paragraph 25, 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 Communities and Local Government’s guidance under Section 40 of the Localism Act 2011, <i>Openness and Accountability in Local Pay</i> .
5.	In relation to these recruitment exercises, the Senior Officer Employment Sub-Committee has the authority to appoint a Chief Officer. After the offer of appointment has been accepted, the appointment will be reported to the next available meeting of the Council for information.
6	<p>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:-</p> <p>Chief Operating Officer - £118,693 to £130,461.</p> <p>Strategic Director of Children’s Services - £118,693 to £130,461.</p> <p>This pay rate is at the job evaluated rate for each role.</p>

3.	RISK ANALYSIS & IMPLICATIONS
3.1	<u>Legal Implications</u>
3.1.1	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 statutory Pay Policy Statement which requires that all pay and benefits packages in excess of £100,000 are approved by full Council.
3.2	<u>Financial and Commercial Implications</u>
3.2.1	The posts are within the budgeted establishment and provision has been made to fund the salaries on appointment.
3.3	<u>Equality of Opportunity Implications</u>
3.3.1	These are vacant posts, which we are recruiting to. We will positively promote the Council as an employer of choice and encourage diversity by ensuring that our recruitment practices are designed to attract and recruit talented people from all sections of the community.

4. ALTERNATIVE OPTIONS CONSIDERED

- 4.1 These roles have been evaluated to establish the job rate and salary for the roles.

5. REASONS FOR RECOMMENDATIONS

- 5.1 Based on the job evaluation, it is recommended that Full Council approves these salary packages, which are above £100,000.