

REPORT FOR DECISION

Agenda Item	
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DECISION OF:	HR & APPEALS PANEL
DATE:	8 January 2018
SUBJECT:	Recruitment of a Chief Executive and Setting the Salary
REPORT FROM:	Councillor Rishi Shori, Leader of the Council
CONTACT OFFICER:	Tracy Murphy, Assistant Director of Resources & Regulation (HR & OD)
SUMMARY:	Members of the HR & Appeals Panel are asked to consider increasing the salary for the Chief Executive role so that the top of the grade is paid at £175,000.
OPTIONS & RECOMMENDED OPTION	This report asks members of the HR & Appeals Panel to review the salary of the Chief Executive post for recommendation to Full Council.
IMPLICATIONS:	
Corporate Aims/Policy Framework:	The post of the Chief Executive is key in terms of the Council meeting its corporate aims. The salary needs to be at an appropriate level to attract a range of candidates of high calibre.
Statement by the S151 Officer: Financial Implications and Risk Considerations:	The Chief Executive post has been reviewed and evaluated in line with the Hay Evaluation Scheme, and will be funded from within existing resources.
Statement by Interim Executive Director of Resources & Regulation (including Health and Safety Implications)	As above
Equality/Diversity implications:	The process of recruitment is built on fairness. The salary has been reviewed in line with the Hay Evaluation Scheme along with comparisons with other Local Authority Chief Executives' pay.

Considered by Monitoring Officer:	The Council is empowered to appoint such officers as it thinks necessary for the proper discharge by the authority of such of their or another authority's functions as falls or is agreed to be discharged by them. (Local Government Act 1972, Section 112). Section 40 of the Localism Act requires openness and accountability in local pay. Every appointment of a person to a paid office or employment by the Council is to be made on merit.
Wards Affected:	All

BACKGROUND

Members of the HR & Appeals Panel will recall a report being presented on the 6 September 2017 entitled 'Recruitment of a Chief Executive'. The Panel agreed that the Council should take time to 'test the market' using a specialist executive search organisation. Group Leaders were also invited to comment on and contribute to the new Job Description of the Chief Executive.

The timeline agreed at the meeting was to place an advert in February 2018 with a view to carrying out the recruitment process and presenting details of the successful candidate at the meeting of the Annual Council on 16 May 2018 for approval.

The Council has now procured Penna as its executive search organisation. Discussions have taken place in terms of the appropriate salary for the Chief Executive of the Council. The last time the salary for the Chief Executive was reviewed was in 2007 when a review of Chief Officer salaries was undertaken. It currently stands at £155,347 to £168,444, with 5 incremental points. It does, of course, rise annually in line with the percentage pay award for the Chief Executive, which is based on that for all employees.

Given that it is over ten years ago since the salary of the Chief Executive was set, it is felt that it is timely to review that salary. There are now many additional responsibilities, for example: the Chief Executive will take a lead role at Greater Manchester level as well as the Council and CCG coming together. The job has therefore been re-evaluated under the Hay Evaluation Scheme.

In order to attract quality candidates with the right mix of skills and experience in a competitive market it is key that the salary is attractive.

Following the evaluation it is proposed that the Chief Executive should be paid within the following increments:

- £168,444
- £171,722
- £175,000

If agreed, HR & Appeals Panel are asked to recommend the proposed salary to Full Council.

The Council's Pay Policy Statement will be amended and sent for approval to a future HR & Appeals Panel for recommendation at Full Council.

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TM/LB
20/12/17