

PERSONNEL COMMITTEE
8TH JULY 2019

PRESENT: The Chair (Councillor Morgan)
The Vice Chair (Councillor Boldrin)
Councillors Barkley, Poland, Savage, Snartt and
Ward

Director of HR and Cllr Development (EMC)
HR Manager (EMC)

Head of Strategic Support
Democratic Services Officer (NC)

APOLOGIES: Councillor Shepherd

The Chair stated that the meeting would be recorded and the sound recording subsequently made available via the Council's website. He also advised that, under the Openness of Local Government Bodies Regulations 2014, other people may film, record, tweet or blog from this meeting, and the use of any such images or sound recordings was not under the Council's control.

3. DISCLOSURES OF PECUNIARY AND PERSONAL INTERESTS

No disclosures were made.

4. CHIEF EXECUTIVE (HEAD OF PAID SERVICE) - SALARY REVIEW

A report of the Head of Strategic Support was submitted regarding a review of the Chief Executive's salary (item 3 on the agenda filed with these minutes).

The Director of HR and Cllr Development (S. Maher) and HR Manager (L. Butterfill) from East Midlands Council (EMC) attended to assist with the consideration of the report.

The following matters were discussed:

- the benefits of the proposed graded salary range, why it was higher than the current Chief Executive's salary and the potential impact on other officers' salaries.
- whether there were other salary options to mitigate the differences between the graded salary range pay points and also the current Chief Executive's single pay point salary.
- the risk of continuing with a single pay point salary to the recruitment process and the Council as a whole.
- the additional costs of the proposed graded salary range including the on-costs of pension and NI, and how this could be met from the Council's budget.
- whether using population size alone was effective to benchmark appropriate salary ranges for chief executives.

- the kind of candidate that the Council wished to attract by offering a competitive salary based on a graded salary range and how this could be used to incentivise performance.
- the PDR process for the new Chief Executive and how their performance would be assessed with respect to the proposed graded salary range, including the process for agreeing the salary at full Council.

RESOLVED

1. That the current spot salary of £121,338 for any new appointment to the Chief Executive post be replaced with a graded salary range as follows, with annual progression being subject to satisfactory performance until the maximum grade point is reached:

Point 1: £125,000

Point 2: £130,000

Point 3: £135,000

Point 4: £140,000

2. That it be recommended to full Council for approval by way of an amendment to the Pay Policy Statement for 2019/20.

Reasons

1. To consider the recommendations arising from a salary benchmarking review undertaken by East Midlands Councils in light of the ongoing recruitment process for a new Chief Executive to ensure the salary on offer is competitive and attractive to potential candidates.
2. To comply with the requirements of section 39 of the Localism Act 2011.

NOTES:

1. No reference may be made to these minutes at the Council meeting on 2nd September 2019 unless notice to that effect is given to the Democratic Services Manager by five members of the Council by noon on the fifth working day following publication of these minutes.
2. These minutes are subject to confirmation as a correct record at the next meeting of the Personnel Committee.