

COUNCIL – 29TH JULY 2019

Report of the Monitoring Officer

ITEM 3.1 AMENDED PAY POLICY STATEMENT 2019/20

Purpose of Report

To seek approval for an in-year amendment to the Pay Policy Statement for 2019/20 in light of recommendations from the Personnel Committee to make changes to the salary arrangements for the Chief Executive post.

Recommendations

1. That the amended Pay Policy Statement for 2019/20, attached at Annex B to this report and incorporating the recommendations of the Personnel Committee regarding changes to the salary arrangements for the Chief Executive post, be approved to come into effect from 1st August 2019.
2. That the current postholder's salary be approved at the highest point of the new salary grade for the Chief Executive post (CEX4: £140,000 per annum) with effect from 1st August 2019 until his employment with the Council comes to an end.

Reasons

1. To adopt the recommendations of the Personnel Committee regarding changes to the salary arrangements for the Chief Executive post in accordance with the requirements of section 39 of the Localism Act 2011 regarding in-year amendments to the Pay Policy Statement.
2. To make suitable arrangements for the current postholder within the amended salary grade for the Chief Executive post, based on his experience and length of service.

Policy Justification and Previous Decisions

The recommendations within the Personnel Committee report which is attached at Annex A were approved at its meeting on 8th July 2019, and consequently Council needs to approve an amended Pay Policy Statement for 2019/20 to bring the changes recommended by the Personnel Committee into effect. An extract from the minutes of the Personnel Committee meeting is set out below:

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.*

Implementation Timetable including Future Decisions and Scrutiny

It is proposed that, if approved, the amended Pay Policy Statement will come into effect on 1st August 2019. The amended Pay Policy Statement will also be published in accordance with the relevant requirements.

Report Implications

As set out in the Personnel Committee report (Annex A).

Background Papers:

None

Appendices:

Annex A – Report of the Personnel Committee 8th July 2019

Annex B – Amended Pay Policy Statement for 2019/20

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