

REPORT OF:

The Lead Member for Finance & Support Services
Chair of the Workforce Panel

TO
Council

ON

16th September 2020

TITLE: Senior Manager Remuneration

RECOMMENDATIONS:

That Council approve the remuneration level for the post of Chief Executive as agreed by the Workforce Panel on 11th August 2020.

EXECUTIVE SUMMARY:

The Workforce Panel have established the appointment panel and agreed the approach and process for the recruitment, selection and appointment to the post of Chief Executive following the planned retirement of the current post holder in January 2021.

In line with the Council Constitution, the Council makes determinations in relation to the remuneration of posts whose remuneration is, or would become, £100,000 per annum or above. As the salary range for the Chief Executive exceeds £100,000 Council must therefore be offered the opportunity to consider the salary before the salary package is offered in respect of a new appointment and are asked to approve the remuneration levels as agreed by that panel.

BACKGROUND DOCUMENTS:

Workforce Panel report 11th August 2020

KEY DECISION: YES / NO

DETAILS:

1. Introduction

The City Council is currently seeking to fill the post of Chief Executive. This post was established in January 2014 following an independent operational governance review and incorporates the statutory role of the Head of Paid Service. The Head of Paid Service is a statutory appointment under the provisions of Section 4 of the Local Government and Housing Act 1989.

The Workforce Panel have established an appointment panel and agreed the approach and process for the recruitment, selection and appointment to the post of Chief Executive following the planned retirement of the current post holder in January 2021.

The salary scale for this post is in line with the existing agreed senior pay structure, which remains the salary range approved by the full Council in January 2014 (as uplifted by nationally determined inflationary increases), that is £157,797 - £164,108 per annum.

In line with the Council Constitution, the Council makes determinations in relation to the remuneration of posts whose remuneration is, or would become, £100,000 per annum or above. As the salary range exceeds £100,000 Council must therefore be offered the opportunity to consider the salary before the salary package is offered in respect of a new appointment.

The appointment will be in accordance with the JNC for Chief Executives of Local Authorities terms and conditions.

KEY COUNCIL POLICIES: Salford City Council Constitution

EQUALITY IMPACT ASSESSMENT AND IMPLICATIONS:

The recruitment, selection and appointment process will be undertaken in a lawful, fair, transparent and consistent manner in line with our recruitment and selection and equal opportunities policies, commitments and frameworks. Applications are welcome from all sections of the community irrespective of race, gender, gender reassignment, age, disability, sexuality, religion or belief.

ASSESSMENT OF RISK: N/A

LEGAL IMPLICATIONS Supplied by: Gareth James, Head of People, Place and Regulation, Shared Legal Service.

The recruitment, selection and appointment process set out in this report is in accordance with the Officer Employment Procedure Rules in the Council Constitution as regards the appointment of the Head of Paid Service. The Constitution is underpinned by legislation and statutory guidance under section 40 of the Localism Act 2011, which is designed to ensure openness and accountability in local pay.

Where the Council proposes to appoint the Head of Paid Service and it is not proposed that the appointment should be made exclusively from among existing officers, the Workforce Panel will establish a committee or sub-committee to act as the appointment panel. The full Council should be given the opportunity to approve salary packages at or above £100,000. Once a suitable candidate has been selected, the full Council will be asked to approve the appointment.

FINANCIAL IMPLICATIONS Supplied by: Chris Hesketh, Head of Financial Management

The costs of this statutory position will be met from within the existing budget. Therefore, there are no financial consequences arising from the report.

PROCUREMENT IMPLICATIONS Supplied by: N/A

HR IMPLICATIONS Supplied by:

Are contained within the body of the report.

CLIMATE CHANGE IMPLICATIONS Supplied by:

N/A

OTHER DIRECTORATES CONSULTED:

N/A

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WARDS TO WHICH REPORT RELATES: