

## **Pay Policy - Strategic Director for People Services**

### **SUMMARY**

- 1.1 In October 2015 the posts of Strategic Director of Adults, and Strategic Director of Children's were merged following a management restructure to form the post of Strategic Director for People Services. The pay range for these posts prior to the amalgamation was £108,084 to £118,890.
- 1.2 Based on advice from our external recruitment partner, the combined role was advertised to candidates at £127,000 given the range of increased responsibilities. The recruitment took place in late 2015 where an internal candidate was appointed to post with effect from 1<sup>st</sup> March 2016.
- 1.3 However, the Council's pay policy wasn't updated at the time to reflect the combined role responsibility and therefore the appointed candidate has remained on the original pay for the un-combined role previously carried out.

### **RECOMMENDATION**

- 2.1 To agree to amend the pay policy to reflect the revised pay for this combined role in line with what was advertised and offered (orally), and to reflect the additional responsibilities of this merged post.
- 2.2 To agree to reflect this for the current post-holder and back date the change in pay to the original start date of 1<sup>st</sup> March 2016.

### **REASONS FOR RECOMMENDATION**

- 3.1 To ensure we fulfil the oral commitment – which reflected the council's intention - given to the candidate at the time of the appointment.
- 3.2 To support the recruitment and retention of high calibre employees.
- 3.3 To keep parity with the market place with further detail provided in 4.1.

## SUPPORTING INFORMATION

4.1 Other roles recently advertised demonstrate that our pay for this role is behind the marketplace even for un-combined roles of this nature and include: -

- Director of Children's Services in Gloucestershire County Council £136,000
- Director of Children, Schools & Families at Merton £137,000
- Strategic Director of Children's Services for Leicester City Council £121,000
- Director of People at Bristol City Council £130,908
- Director of People at Wolverhampton City Council £133,136

## OTHER OPTIONS CONSIDERED

5.1 Do nothing. This is not considered to be a fair option given the intention of the parties at the time of the recruitment. There may be a risk of losing the employee's good will, or losing the employee altogether. The Council's reputation (among employees, candidates and consultants) as an employer may also be detrimentally affected.

**This report has been approved by the following officers:**

<b>Legal officer</b> <b>Financial officer</b> <b>Human Resources officer</b> <b>Estates/Property officer</b> <b>Service Director(s)</b> <b>Other(s)</b>	Paul McMahon, Principal Lawyer Alison Parkin, Head of Finance Liz Moore, Head of HR N/A N/A
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<b>For more information contact:</b> <b>Background papers:</b> <b>List of appendices:</b>	Paul Robinson 01332 643554 Paul.Robinson2@derby.gcsx.gov.uk None Appendix 1 – Implications
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<b>IMPLICATIONS</b>
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**Financial and Value for Money**

- 1.1 The cost to implement the change would be £10,380.80 per annum including employer on-costs.

**Legal**

- 2.1 None arising from this report, however the revision to the pay policy reflects the intention of the parties at the time of appointment.

**Personnel**

- 3.1 The revision to the pay policy ensures recruitment and retention of employees into this role and allows us to be competitive within the market.

**IT**

- 4.1 None arising directly from this report.

**Equalities Impact**

- 5.1 None arising directly from this report.

**Health and Safety**

- 6.1 None arising directly from this report.

**Environmental Sustainability**

- 7.1 None arising directly from this report.

**Property and Asset Management**

- 8.1 None arising directly from this report.

**Risk Management and Safeguarding**

- 9.1 Prevents any legal risk given the published rate and offer made were at the higher rate of pay.

## **Corporate objectives and priorities for change**

10.1 A modern, flexible and resilient workforce.