

COUNCIL MEETING – 18 JULY 2019

RECOMMENDATION FROM STAFFING COMMITTEE – AMENDMENT TO THE PAY POLICY STATEMENT 2019/20

RECOMMENDATION

That

- 3 Council be recommended to amend the Pay Policy Statement 2019-20 as follows:**

3.5 Chief Officer Remuneration

Chief Executive – Tier 1

- **The salary package of the post is within the range of £151,000 to £161,000.**

Extract from the Minutes of the Staffing Committee meeting on 28 June 2019

4 RECRUITMENT AND SECTION FOR THE HEAD OF PAID SERVICE

The Committee considered a report seeking approval of the arrangements to commence the process to recruit to the post of Head of Paid Service (Chief Executive).

In accordance with the Employment Procedure Rules, the Staffing Committee was required to approve the job description and specification, determine whether the post was recruited to internally or externally and agree the salary for the new appointment.

The proposed job description and specification for the Head of Paid Service (Chief Executive) was attached at Appendix 1 to the report. This had been amended from the previous version to include reference to the Council's environmental vision.

The Council had recently engaged Penna Executive Search to support senior recruitment to key roles across the Council and it was recommended that Penna be used to support an external recruitment process.

Consideration was given to the salary range for the position. The Council's Pay Policy Statement gave the salary range for the Head of Paid Service as £156,075 to £166,075. Following discussion the Committee proposed that the salary range should be reduced to £151,000 to £161,000 and that Council be recommended to amend the Pay Policy Statement to reflect this.

RESOLVED: That

- 1 the job description and specification for the post of Head of Paid Service, as set out in Appendix 1 to the Report, be approved;
- 2 the post be advertised externally with support from Penna Executive Search; and
- 3 Council be recommended to amend the Pay Policy Statement 2019-20 as follows:

3.5 Chief Officer remuneration

Chief Executive – Tier 1

- The salary package of the post is within the range of £151,000 to £161,000.