

# WEST NORTHAMPTONSHIRE COUNCIL

29 June 2022

## Cabinet Member for HR & Corporate Services: Councillor Mike Hallam

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**Report Title** Chief Officer Fixed Term Appointment and Remuneration

**Report Author** Sarah Reed [sarah.reed@westnorthants.gov.uk](mailto:sarah.reed@westnorthants.gov.uk)

### Contributors/Checkers/Approvers

<b>Monitoring Officer</b>	Catherine Whitehead	15/06/2023
<b>Chief Finance Officer (S.151 Officer)</b>	Martin Henry	15/06/2023
<b>Other Director/SME</b>	Stuart Lackenby	15/06/2023
<b>Communications Lead/Head of Communications</b>	Becky Hutson	15/06/2023

### List of Appendices

None

#### **1. Purpose of Report**

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- 1.1 The Council's Pay Policy Statement is produced in accordance with the requirements of Section 38(1) of the Localism Act 2011 and covers Chief Officer and Deputy Chief Officer roles.
- 1.2 Where any appointment, including an interim agency appointment, proposes a remuneration package that could exceed £100,000, approval will be sought from Full Council.
- 1.3 This report seeks approval for a proposed remuneration package in excess of £100,00 for nine Tier 3 Assistant Directors (WNC Local terms) and one Strategic Manager (on TUPE pay, terms and conditions), as a result of agreement of the 2023/24 Local Pay Award.

1.4 This report also seeks approval for the appointment of an interim Director of Children's Services (DCS) for a fixed term duration, with a proposed remuneration package in excess of £100,000.

## **2. Executive Summary**

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- 2.1 The Localism Act 2011 extends to a requirement to publish the salaries of senior officials, to support the aim of helping local residents better understand how public money is spent in their area. The Council's Pay Policy Statement requires approval by Full Council for any remuneration package over £100,000.
- 2.2 The Council has a number of roles at Assistant Director level, known as Tier 3. These roles report directly into Executive Directors (Statutory Chief Officers or Non-Statutory Chief Officers) and are responsible for the development and implementation of strategy relating to services. The posts carry very significant responsibilities for finance and a range of other non-financial assets and job holders will make autonomous decisions and lead the management of change throughout their Service areas.
- 2.3 In respect of remuneration in 2023/24, the Council will be:
- implementing the WNC Local Pay scale from June 2023, backdated to April 2023 (the Pay & Grading project),
  - implementing the Local Pay Award in July (backdated to 1 April), following completion of negotiations with the Council's recognised Trade Unions in late May 2023.
- 2.4 As a result of the above pay decisions and the individuals current assigned scale points in the pay structure, a number of individuals' remuneration will now meet the £100,000 category as set out in the pay policy, therefore requiring approval by Full Council. These are summarised in section 5.4 and remuneration for these roles will be £101,927 per annum.
- 2.5 In addition, the Council must ensure there is a single officer responsible for education and children's social care and appoint a Director of Children's Services (DCS). This designation is currently held by Stuart Lackenby, Executive Director of People and Deputy Chief Executive, which means both key statutory roles of Director of Children's Services (DCS) & Director of Adults Services (DASS) sit under one Executive Director.
- 2.6 Due to the ongoing improvement journey of the Children's Trust, the additional and wide-ranging governance roles associated with Children's, the key work we are doing across Education and the SEND (Special Educational Needs and Disabilities) strategy, and delivering the equal corporate priority of wider people services, and key strategy around Anti-Poverty and Local Area Partnerships, maintaining a shared DCS/DASS role is challenging.
- 2.7 As a result, the Head of Paid Service has proposed that WNC temporarily 'act up' a current Assistant Director to the role of interim full time DCS with effect from 1 June 2023, which does not create a substantial additional cost for the council as the substantive role would not be backfilled.
- 2.8 It is further proposed that the appointment to the role of interim DCS is made on a fixed term basis to 31st March 2024.

### **3. Recommendations**

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3.1 It is recommended that the Council:

- a) approves the proposed remuneration over £100,00 for the listed Assistant Directors/Strategic Manager.
- b) approves the proposed fixed term appointment of the DCS and remuneration over £100,000.

### **4. Reason for Recommendations**

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4.1 To comply with the requirements of the Council's pay policy and national guidance.

4.2 To ensure that the appropriate level of pay is set for the fixed term DCS role.

### **5. Report Background**

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5.1 It is a statutory requirement under the Localism Act 2011 for the Authority to approve and publish a Pay Policy Statement.

5.2 The Localism Act aims to increase transparency in local government. This includes a requirement that local authority pay policy is openly approved by democratically elected councillors.

5.3 This extends to a requirement to publish the salaries of senior officials, to support the aim of helping residents better understand how public money is spent in their area. The Policy Statement requires approval by Full Council for any remuneration package over £100,000.

5.4 As a result of the pay decisions outlined in section 2.3, and the individuals current assigned scale points in the pay structure, a number of individuals remuneration will now meet the £100,000 category as set out in the pay policy, and these are:

- Assistant Chief Executive
- Assistant Director of HR
- Assistant Director Commissioning & Partnerships
- Assistant Director Education
- Assistant Director Finance and Strategy
- Assistant Director Finance and Accountancy
- Assistant Director Place Development
- Assistant Director Discharge to Assess Services
- Assistant Director Safeguarding and Wellbeing
- Head of Enterprise Applications (NCC TUPE)

5.5 Remuneration for these roles will be £101,927 per annum.

- 5.6 The Council must also ensure there is a single officer responsible for education and children's social care and appoint a Director of Children's Services (DCS). This designation is currently held by Stuart Lackenby, Executive Director of People and Deputy Chief Executive, which means both key statutory roles of Director of Children's Services (DCS) & Director of Adults Services (DASS) sit under one Executive Director.
- 5.7 It is recognised that the ongoing improvement journey of the Children's Trust, the additional and wide-ranging governance roles associated Children's and concerns over the Financial stability of the Children's Trust, require an increasing amount of time and attention. This is also in addition to key work we are doing across Education and the SEND strategy.
- 5.8 Given this, and the equal corporate priority of wider people services including Adults Social Care, Public Health and key strategies around Anti-Poverty and Local Area Partnerships, maintaining a shared DCS/DASS role is challenge. As a result, the Head of Paid Service has proposed that WNC temporarily 'act up' a current Assistant Director to the role of interim full time DCS with effect from 1 June 2023, which does not create a substantial additional cost for the council as the substantive role would not be backfilled.
- 5.9 It is further proposed that the appointment to the role of interim DCS is made on a fixed term basis to 31st March 2024. Following job matching to the new WNC local payscale, the salary for the Interim Director of Children's Services has been set at Band 14, £118,243 – 121,047 which is consistent with other Director of Statutory Services.
- 5.10 Doing this will ensure there is a full-time focus of resource at this key statutory and strategic level on some of the biggest areas of focus, challenge and ambition. By using a fixed term approach, it will also allow the council to assess the benefits of doing this and assess whether a return to a permanent single DCS best supports the Council's plans and children's positive outcomes.

## **6. Issues and Choices**

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- 6.1 The recommendation to appoint to the proposed level of remuneration for Assistant Directors is in line with the Council's pay and grading outcomes.
- 6.2 In relation to the DCS fixed term appointment, the alternative available is to retain the current arrangements in relation to the DCS. However, given the significant nature of the Children's Service it is proposed that a dedicated DCS is the right step to take to deliver effective Children's Services.

## **7. Implications (including financial implications)**

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### **7.1 Resources and Financial**

- 7.1.1 There is provision within the service budgets to meet the cost of these roles and there are no additional funding requirements.

### **7.2 Legal**

The requirements of the Localism Act 2011 and associated guidance are set out in paragraph 5 of the report. There are no legal implications arising from the appointment as the Council will continue to provide statutory functions associated with the DCS role.

### **7.3 Risk**

There are no significant risks arising from the proposed recommendations in this report.

### **7.4 Consultation and Communications**

Consultation has been undertaken with Cabinet in accordance with the Executive arrangements regulations which require such consultation.

### **7.5 Consideration by Overview and Scrutiny**

This report has not been considered by the Overview and Scrutiny Committee.

### **7.6 Climate Impact**

7.6.1 There is no climate impact to consider in relation to the recommendation.

### **7.7 Community Impact**

7.7.1 There is no specific community impact in relation to this report.

## **8. Background Papers**

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8.1 None