

WEST NORTHAMPTONSHIRE COUNCIL

28 September 2023

Cabinet Member for HR & Corporate Services:
Councillor Mike Hallam

Report Title Remuneration packages

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List of Appendices

None

1. Purpose of Report

- 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 The Constitution confirms delegated responsibility to the Head of Paid Service (Chief Executive) or their nominee for the appointment and dismissal of officers below Chief Officer, including Deputy Chief Officer (Tier 3 Assistant Director).

- 1.3 Where any appointment, including an interim agency appointment, proposes a remuneration package that could exceed £100,000, approval will be sought from Full Council.
- 1.4 This report seeks approval for a proposed remuneration package in excess of £100,000 for a number of key roles across the Council as temporary agency workers and the report highlights potentially senior IT specialists, which may also come into scope.

2. Executive Summary

- 2.1 The Localism Act 2011 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 Council's Pay Policy Statement requires approval by Full Council for any remuneration package over £100,000.
- 2.2 There are areas of the Council where it is difficult to recruit to roles, either because there is a shortage of suitably qualified candidate in the market or because the role requires specialist skills for a temporary period and a permanent role is not required. Agency workers are an essential resource which enables the council to continue to deliver key statutory responsibilities where it is not possible or appropriate to recruit permanent staff.
- 2.3 There are several specific agency roles which are likely to exceed the £100,000 and these are:

Communities and Opportunities

Interim Head of Housing Solutions/Interim Director Communities & Opportunities

Place

Development Manager

People

Home Care Commissioner

Public Health

Public Health Consultant

Interim Public Health Commissioner

Programme Manager (Mental Health, Population Health and Prevention)

- 2.4 In addition, the Council needs to engage three Enterprise Architects, with one focusing on Data Architecture and is about to commence recruitment to these permanent roles. However, there is a risk that the recruitment is unsuccessful if our job evaluated salary is deemed not attractive in this specialised market. If this is the case it may be deemed appropriate to re-advertise with an additional market factor supplement, meaning the remuneration for these roles may exceed £100,000.

3. Recommendations

- 3.1 It is recommended that the Council approves the proposed remuneration over £100,00 for the listed roles.

4. Reason for Recommendations

- 4.1 To comply with the requirements of the Council's pay policy and national guidance.
- 4.2 To ensure that the remuneration is in accordance with current market demands. The Council uses OPUS to engage agency workers where possible to ensure value for money and where an appointment is made outside that a procurement waiver is required to ensure value for money.

5. Report Background

- 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.

There are a number of specific agency roles which are likely to exceed the £100k and these are:

5.3.1 Interim Head of Housing Solutions/Interim Director - Communities & Opportunities

After attempting to fill key heads of service in house, the service appointed an Interim Head to undertake time critical work, associated with developing housing solutions for West Northants until such point that the restructure of the service was finalised. When the Director of Communities and Opportunities was unexpectedly and temporarily unavailable for work, the expertise of the interim postholder meant that this position could be covered. These are temporary arrangements and will be completed by December 2023 this year.

5.3.2 Development Management Manager – Place

There have been two interim Development Managers and the report to Council in February 2023 covered one of these roles. The second of these roles is also approaching the £100,000 threshold later this year, although the interim arrangements will come to an end by December 2023. The interim arrangements have been necessary to support the service and staffing pressures in the Planning Service.

5.3.3 Home Care Commissioner - People

The temporary role of Home Care Commissioner based at One Angel Square has been a significant role in the redevelopment of our Home Care Market and contractual framework. The commissioning activity required to secure safe and sustainable home care delivery for the future requires additional resource to focus on this project while business as usual activity can be maintained. The resource will remain until the new contract is embedded due to the complexity of the project and will conclude on 31st December 2023.

5.3.4 Public Health Roles

Public Health Consultant
Interim Public Health Commissioner
Programme Manager (Mental Health, Population Health and Prevention)

Following the disaggregation of Public Health, the agency staff listed above have been recruited on a temporary basis to help establish the newly formed West Northants Public Health Service. In part they are supporting the ongoing development of the work on Anti-Poverty and the focus on the Health and Wellbeing Strategy development and the embedding of the 'Live Your Best Life' approach. A lot of work has also been around developing partnership working, particularly around the LAPs agenda. There is also significant work required to commission and re-procure new West Northants based public health contracts.

The use of temporary support ensures that key pressures and milestones can be addressed on a temporary basis. These roles are funded from the Public Health Grant Reserve and additional grants to support the delivery of Substance Misuse Services. The Public Health Consultant role will be reviewed in June 2024. The Commissioner and Programme Manager roles will be reviewed in January 2024.

- 5.4 In each case the agency worker concerned is employed at a rate that may exceed the £100k payment. The payment of agency workers is paid to the agency and is not necessarily the payment to the worker. The payment of agency is the total cost. Staff pay is generally lower than agency pay because it includes pay for annual leave and pensions. An agency member of staff will receive no pay for any day they do not work including sickness and absence. They are not entitled to an employer contribution to pensions costs and have to meet these costs from the amount paid.
- 5.5 The Council is also seeking to recruit permanently to the roles of Enterprise and Data Architect and has 3 vacancies. The evaluated pay band for the roles is under the £100,000 threshold, however, should recruitment not be successful it may be necessary to offer the roles with market factor supplements, hence approval is being sought in advance in case this is required.
- 5.6 The Enterprise Architecture roles are typically found within large, complex organisations with multiple functions, business models or ways of working that result in large scale IT estates. An Enterprise Architect works across entire business areas using their expertise to support Executive Directors and Assistant Directors to develop strategies and roadmaps over a 2–5-year horizon. With approximately 1600 services delivered from around 129 service areas, WNC easily fits the

definition and scale of organisations that require Enterprise Architects to help deliver a well-functioning, strategically aligned Enterprise that supports frontline services to members of the public.

- 5.7 Enterprise Architects are also responsible for the overall systems blueprint for the council: i.e. ensuring that the hundreds of systems in operation work as efficiently as possible collectively, and that the number of systems is rationalised to the smallest number needed to deliver effectively. This can generate not only cost savings, but savings in staff time and effort (in both the use and maintenance of such a technology estate). Creating this minimal, optimised “to be” state into which any new needs or systems are commissioned is part of their brief.
- 5.8 Data is seen as a valuable asset in many organisations, and it is often data that is used in the decision-making process. The Data Architect can help to provide good data management practices and a framework including Data guardrails to support effective decision-making whilst building up the Data Architecture maturity for WNC.
- 5.9 As WNC is undertaking large-scale transformation to become an efficient Unitary Council, the specific expertise that the Enterprise Architecture and Data Architecture roles bring will complement the Solution Architecture Roles we currently have to help deliver the WNC Vision and Strategy.

6. Issues and Choices

- 6.1 The alternative option available to Council is to end the existing contracts with these agency staff. This is not recommended because these individuals are carrying out essential roles.
- 6.2 In relation to the Data Architect and Enterprise Architect posts the alternative option is not to offer a market factor supplement should recruitment be unsuccessful and to re-advertise on the same salary.

7. Implications (including financial implications)

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.

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

8.1 None