

# WEST NORTHAMPTONSHIRE COUNCIL COUNCIL

18 July 2024

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

Report Title	Remuneration & Director of Children's Services Appointment
Report Author	Martin Henry, Executive Director

### List of Approvers

<b>Monitoring Officer</b>	Catherine Whitehead	25/06/2024
<b>Chief Finance Officer (S.151)</b>	Martin Henry	24 June 2024
<b>Other Director</b>	Stuart Lackenby	24 June 2024
<b>Communications Lead/Head of Communications</b>	Becky Hutson	24 June 2024

### 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. Where any appointment, including an interim agency appointment, proposes a remuneration package that could exceed £100,000, approval will be sought from Full Council.
- 1.1.1 This report seeks approval for a proposed remuneration package in excess of £100,00 for seven Tier 3 Assistant Directors (WNC Local terms), as a result of agreement of the 2024/25 Local Pay Award and the awarding of performance related incremental pay progression.
- 1.1.2 This report also seeks approval for the appointment of the Director of Children's Services (DCS), 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. Job holders will make autonomous decisions and lead the management of change throughout their Service areas.
- 2.3 The local pay award was agreed in April 2024 for 2024/25, and the local pay scales were uplifted based on a variable flat rate settlement. The average percentage increase settlement for the highest earners was 1.6%, and for the lowest earners it was 6.7%. Increments are also paid on 1 April, subject to eligibility. For those at Band 12 and above it is also subject to performance.
- 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.
- 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).
- 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 Following the resignation of the previous DCS, an external recruitment campaign commenced in March 2024, with interviews taking place on 30 April 2024. The appointment was made by the Senior Appointments Committee in line with The Constitution, and no objections were received from Cabinet to the recommendation. The postholder has yet to commence employment.

## **3. Recommendations**

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- 3.1 It is recommended that the Council approves the proposed remuneration over £100,00 for the listed Assistant Directors.
- 3.2 It is recommended that the Council approve the proposed appointment of the DCS and remuneration over £100,000.

#### **4. Reason for Recommendations (NOTE: this section is mandatory and must be completed)**

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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 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. 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.
- 5.2 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.
- 5.3 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 Director Planning
  - Assistant Director of Assets & Environment
  - Assistant Director of Revenues & Benefits
  - Assistant Director Adult Services
  - Assistant Director Commissioning & Performance
  - Assistant Director of Waste
  - Assistant Director Place Shaping
- 5.4 Remuneration for these roles is £101,588 per annum. Remuneration of the Assistant Director of Assets & Environment is £103,627.
- 5.5 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 previous postholder resigned and has now left the organisation.
- 5.6 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.
- 5.7 The pay band for the role of Director of Children's Services has been set at Band 14, £120,043 – 128,456 which is consistent with other Directors of Statutory Services. The appointment has been made at the bottom of the band.
- 5.8 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.

## **6. Issues and Choices**

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- 6.1 The recommendation on the level of remuneration for Assistant Directors is in line with the Council's pay policy and 2024/25 pay award.
- 6.2 The recommendation on the level of remuneration for the Director of Children's Services is in line with the Council's pay policy and job evaluation scheme.

## **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.