

# WEST NORTHAMPTONSHIRE COUNCIL

21 April 2022

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

<b>Report Title</b>	<b>Chief Officer Appointment</b>
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### Contributors/Checkers/Approvers

<b>West MO</b>	Catherine Whitehead	11 April 2022
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<b>Communications Lead/Head of Communications</b>	Becky Hutson	28 March 2022

### List of Appendices

#### Appendix A – WNC Amended Leadership Structure

##### 1. Purpose of Report

- 1.1 The Council's Interim 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 following recruitment in March 2022 to a Non-Statutory Chief Officer role.

##### 2. Executive Summary

- 2.1 Consultation took place with staff and recognised Trade Unions during January and February 2022 in respect of four areas of proposed changes to the Council’s structure:
- Transformation Service
  - The creation of a new Directorate for Communities and Opportunities (and transfer of staff and services into it)
  - Changes to the Council senior structure to manage Children & Education services
  - Changes to the Assistant Director for Customer services and inclusion of Emergency Planning within their remit.
- 2.2 In respect of the Transformation Service, it was proposed that the transformation staff were transferred to Directorates, with line management taking place within each directorate, to act as embedded project and change and service improvement teams. This devolved model was to better enable the services to meet their corporate priorities and be accountable for their own delivery.
- 2.3 The move to a devolved model impacted on the role of Director of Transformation which was proposed to be deleted.
- 2.4 In respect of the creation of a new Directorate for Communities and Opportunities, it was proposed that a new role would be created: Director of Communities and Opportunities.
- 2.5 An external organisation, Kornferry, was used to independently evaluate the size of the new role under the HAY job evaluation scheme. This method of job evaluation was the same scheme as the other tier 1-3 roles had been evaluated under.
- 2.6 As a result of the job evaluation outcome the salary for the new role of Director of Communities and Opportunities was set at a rate equivalent to the NCC Local TUPE payscale, £100,750 - £114,279
- 2.7 Following the close of consultation an internal interview was held on 1<sup>st</sup> March 2022. The interview panel comprised of Executive Director Adults, Communities and Wellbeing (DASS), Executive Director Place and Economy, and Assistant Director, Human Resources.
- 2.8 The internal candidate was deemed appointable to the new role. As the successful applicant was an internal candidate the remuneration for the new role is proposed to be set at the level equivalent to the role they were moving from, which is £114,279. This pay point is at the top of the NCC Local TUPE payscale (SM4).

### **3. Recommendations**

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- 3.1 It is recommended that the Council approve the proposed remuneration.

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

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The recommended remuneration is in accordance with the Council’s pay policy and the salary for the role provides consistency with previous decisions in respect of pay for other Tier 1-3 roles.

### **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 local residents better understand how public money is spent in their area.
- 5.4 The Policy Statement requires approval by Full Council for any remuneration package over £100,000.

## **6. Issues and Choices**

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- 6.1 As the successful applicant was an internal candidate in an equivalent sized role, and the appointment was deemed to be 'suitable alternative employment' for the postholder who was 'at risk' of redundancy, the recommendation to appoint to the new role at the proposed level of remuneration is in line with both the Council's pay policy and the Redeployment Policy and Procedure.

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

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### **7.1 Resources and Financial**

- 7.1.1 There is provision within the budget for this newly created Directorate to meet this remuneration package in 2022/23.

### **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**

- 7.4.1 Consultation on the proposed changes to the organisational structure took place during January and February 2022 with staff effected by the proposals and the Council's recognised Trade Unions. No amended recommendations were made in respect of the proposal to create the new Directorate or the post of Director of Communities and Opportunities.

### **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 The changes to the council's organisational structure and the creation of a new directorate of Communities and Opportunities supports the cross-cutting elements of both the People and Place service in relation to place shaping; ensuring the council is seizing the opportunities to shape communities and improve the lives of residents through the mixed provision of good quality housing, opportunity from more and better jobs being created, living in safer and connected communities and leisure offers that drive improved wellbeing. Levelling up and ICS focus on wider determinants of health meet between the Adults, Communities and Wellbeing (ACW) directorate and the Place, Economy and Environment (PEE) Directorate and the creation of the new Directorate headed by a new Director will give the Council a greater focus on these issues.

## **7.8 Communications**

7.8.1 Formal consultation took place with staff and trade unions in connection to the changes to the organisational structure.

## **8. Background Papers**

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8.1 None