

# WEST NORTHAMPTONSHIRE COUNCIL

30 June 2022

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

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**Report Title**                      **Chief Officer Appointment**

**Report Author**                      Alison Golding, Assistant Director HR,  
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### Contributors/Checkers/Approvers

<b>Monitoring Officer</b>	Catherine Whitehead	10/06/2022
<b>Chief Finance Officer (S.151 Officer)</b>	Martin Henry	14/06/2022
<b>Communications Lead/Head of Communications</b>	Becky Hutson	17/06/2022

### 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 the appointment of Sally Burns as Director of Public Health (DPH) for West Northamptonshire Council and for a proposed remuneration package in excess of £100,000.

#### **2. Executive Summary**

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- 2.1 Following Cabinet approval in December 2021, the blueprint for service delivery was amended from 31st March 2022 to include a separate DPH for North and West Northamptonshire Councils. Both Councils had an Interim DPH in post ahead of the planned disaggregation of Public Health Services post April 2022 and creation of the new Integrated Care System (ICS) planned for July 2022.
- 2.2 Cabinet received an update in March 2022 advising that a review of the Public Health staff base and the management of the disaggregation process would be required. Issues including the joint model for supporting the population health management work and outcomes framework within the ICS and how we jointly staff the ongoing joint intelligence unit were also highlighted.
- 2.3 An external organisation, Kornferry, was used to independently job evaluate DPH role post vesting day. This method of job evaluation was the same scheme as the other tier 1-3 roles had been evaluated under. The job evaluated score determined the appropriate level of pay.
- 2.4 As a result of the job evaluation outcome the salary for the new role of Director of Public Health was set at a rate equivalent to the NCC Local TUPE payscale, £102,514 – 116,279. A recruitment process was undertaken for the role and the proposed salary package is within the pay scale.
- 2.5 External benchmarking was also carried out and this level of pay is commensurate with other DPH roles being advertised across the country.

### **3. Recommendations**

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

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

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- 4.1 To meet the legal requirements in relation to the appointment and remuneration of staff.
- 4.2 To provide 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. 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 local 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.

### **6. Issues and Choices**

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- 6.1 The recommendation to appoint to the new role and the proposed level of remuneration is in line with the Council's pay policy.

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

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### **7.1 Resources and Financial**

- 7.1.1 Additional costs for the separate DPH roles in West and North Northants were approved by Cabinet and are covered by the Public Health Grant.

### **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 implication arising from the appointment as the Council will continue to provide statutory functions associated with the DPH role.

### **7.3 Risk**

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

### **7.4 Consultation**

- 7.4.1 Members of the Cabinet have been consulted on the proposed appointment and no objections were raised.

### **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 None specific.

## **8. Background Papers**

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- 8.1 None