

STAFFING COMMITTEE

Date and Time:- Monday 6 July 2026 at 11.00 a.m.

Venue:- Rotherham Town Hall, The Crofts, Moorgate Street, Rotherham. S60 2TH

Membership:- Councillors Alam (Chair), Read (Vice-Chair), Z. Collingham and Jones along with Councillor Marshall.

The items which will be discussed are described on the agenda below and there are reports attached which give more details.

Rotherham Council advocates openness and transparency as part of its democratic processes.

Anyone wishing to record (film or audio) the public parts of the meeting should inform the Chair or Governance Advisor of their intentions prior to the meeting.

AGENDA

1. Apologies for Absence

To receive the apologies of any Member who is unable to attend the meeting.

2. Minutes of the meeting held on 9th February, 2026 (Pages 3 - 6)

To consider the minutes of the previous meeting of the Staffing Committee held on 9th February, 2026 and approve them as a true and correct record of the proceedings and to be signed by the Chair.

3. Declarations of Interest

To receive declarations of interest from Members in respect of items listed on the agenda.

4. Exclusion of the Press and Public

To consider whether the press and public should be excluded from the meeting during consideration of any part of the agenda.

**5. Recruitment of Service Director Roles in Regeneration and Environment
(Pages 7 - 15)**

To consider proposals to establish and appoint to the posts of Service Director of Streetscene, Fleet and Highways and Service Director of Regulatory Services, Community Safety and Protection and other associated changes.

6. Urgent Business

To determine any item which the Chair is of the opinion should be considered as a matter of urgency.

A handwritten signature in black ink, appearing to read 'John Edwards', with a stylized, flowing script.

**JOHN EDWARDS,
Chief Executive.**

STAFFING COMMITTEE
9th February, 2026

Present:- Councillor Alam (in the Chair); Councillors Z. Collingham, Jones and Read.

33. MINUTES OF THE MEETING HELD ON 17 DECEMBER 2025**Resolved:**

That the minutes of the previous meeting held on 19th December, 2025, be approved as a true and correct record of the proceedings for signature by the Chair.

34. DECLARATIONS OF INTEREST

There were no declarations of interest to report.

35. EXCLUSION OF THE PRESS AND PUBLIC

Appendix 1 to Item 7 contained exempt information but the meeting remained open throughout.

36. PAY POLICY STATEMENT 2026/27

Consideration was given to the report presented by the Service Director of Human Resources and Organisational Development which provided details of the Pay Policy Statement for 2026-27 that the Council was required to publish under Chapter 8 of the Localism Act 2011. The Pay Policy Statement must be published following approval by the Council by the 31st March of each year and detail the remuneration of its Chief Officers.

In accordance with the Council's Scheme of Delegation, the Staffing Committee determined conditions of service, employment policies and procedures and remuneration relating to the Chief Executive and Chief Officers, in line with the Pay Policy Statement. In addition, the Council must approve any salary package, as defined in the Council's Pay Policy Statement, of £100,000 per annum or more before it was offered in respect of a new post.

Further to the Staffing Committee meeting which took place on the 17th December the Pay Policy Statement reflected the new job titles of Chief Officers.

The Committee reviewed the Pay Policy Statement for 2026-27 (attached to the submitted report at Appendix 1) and recommended approval by Council.

(1) Resolved:- That the Pay Policy Statement for 2026-27 be accepted.

(2) Recommended:- That Council approve the Pay Policy Statement 2026-27.

37. GENDER PAY GAP STATEMENT 2025

Consideration was given to the report presented by the Service Director of Human Resources and Organisational Development which provided the detail of the Gender Pay Gap information as at 31st March, 2025, that the Council was obliged to publish under reporting legislation.

In 2017, the Government introduced the Gender Pay Gap Information Regulations which required employers with 250 or more employees to publish statutory calculations every year, showing how large the pay gap in their organisation was between their male and female employees. A positive pay gap indicated that men were paid more than women and a negative pay gap that women were paid more than men.

The gender pay gap showed the difference in the average pay between all men and women in a workforce regardless of job role. The smaller the value of the gap, the more equal the pay gap was between genders. If a workforce had a particularly high gender pay gap, this could indicate there may be a number of issues to deal with and individual calculations may help to identify what those issues were.

The Council had up to 12 months following the annual snapshot date of 31st March, to publish this information on the Council and Government website. The deadline to report on details taken at the snapshot date of 31st March 2025 for public sector employers was 30th March 2026. The Council had chosen to include a narrative with its calculations to explain the reasons for the results and details of actions being taken to reduce or eliminate the gender pay gap.

The mean value was based on total pay for the group, divided by the number in the group being measured. The mean gender pay gap for the Council at the end of March 2025 had continued to reduce to 4.42%, down from 5.5% in 2024. The median measure (the middle numerical value in the male and female salary lists for every member of staff in the Council, ranked highest to lowest) also showed a further reduction in the overall pay gap at 4.81%, down from 8.1% in 2024.

The Council's pay gap resulted from the fact that the Council had a greater number of female employees working in traditionally low-paid cleaning and catering roles, where there was an over-representation of female workers. In the upper quartile, where the jobs tend to be professionally qualified or dependent on several years of management or other types of experience, women were under-represented but make up 69% (up from 60% in 2024) of the top 5% of earners and females represented 4 out of 7 positions of the Strategic Leadership Team.

There was no legislative requirement to publish information on other protected characteristics, however, analysis for Black, Asian, and Minority Ethnic (BAME) employees showed the Council had a negative 5.43% (6.11% in 2024) median pay gap and a negative 0.69% (0.17% in 2024) mean figure demonstrating that BAME employees on average were paid more per hour. This was due to a higher proportion of BAME workers being employed in the 'upper' and 'upper middle' quartiles. For disabled employees, there was a negative median of 6.85% (7.01% in 2024) and a negative 2.92% (3.10% in 2024) mean figure demonstrating that disabled employees were paid more than non-disabled employees by both measures. This was due to a higher proportion of disabled workers being employed in the 'upper middle' quartile.

Resolved:

That Staffing Committee:

1. Receive the Gender Pay Gap Report at Appendix 1.
2. Approve publication of the Gender Pay Gap Report at Appendix 1.

38. PROPOSED CHANGES TO THE COUNCIL'S PAY STRUCTURE

Consideration was given to the report presented by the Service Director of Human Resources and Organisational Development. The report provided detail of the implications of the deletion of spinal column point 02 (agreed as part of the April 2025 pay award, effective April 2026) and the impact of the Real Living Wage uplift of 6.7%, meaning that the Council would need to reintroduce spinal column point 10 to ensure parity between pay grades. Further, that all employees currently on spinal column points 02 to 09 were recommended to be transferred to the next available point to maintain parity in accordance with equal pay legislation.

It was possible that, following the agreement of the Local Government NJC Pay Award 2026/27, that further spinal column points may be required to be reintroduced to the Council's Pay Structure to enable payment of salaries in accordance with the agreement. The report requested that any further changes to spinal column points within the Council's pay structure, arising from the outcome of the collective bargaining process, may be implemented without further deference to the Council's Staffing Committee.

The Real Living Wage had been determined at £13.45 and would be implemented by RMBC on 1st April 2026. The pay award for 2026/27 would be agreed later in the year and would be applied to salaries as soon as possible thereafter. In the interim, a temporary uplift would be applied to SCPs 3 to 7 to comply with the Real Living Wage and to ensure differentiation between SCPs. This temporary uplift was effectively an early application of the pay award, which had been budgeted for in 2026/27.

In the event that the pay award did not deliver an hourly rate of £13.45 or above at the bottom of the pay spine, the Council would be required to progress to phase 2 of the options set out in Exempt Appendix 1, Table 3, to utilise the next available unused scale point, at a further cost of £933k. Given the high possibility that this movement may be required in 2026/27 the financial impact had been built into the Council's Budget and Council Tax Report 2026/27.

Resolved:

That Staffing Committee:

1. Approve the proposed changes to the Council's pay structure.
2. Approve the recommendation to transfer employees on spinal column points 02 to 09 to the next available point.
3. Delegate to Service Director of Human Resources and Organisational Development the implementation of any further introduction of spinal column points, arising from the outcome of national collective bargaining processes.
4. Details of the Council's approach to pay are included in the Council's Pay Policy which is to be approved by Council.

39. URGENT BUSINESS

The Chair reported that there were no urgent items of business requiring the Committee's consideration.

Public Report
Staffing Committee

Committee Name and Date of Committee Meeting

Staffing Committee – 6th July 2026

Report Title

Recruitment of Service Director roles in Regeneration and Environment

Is this a Key Decision and has it been included on the Forward Plan?

No

Strategic Director Approving Submission of the Report

Judith Badger, Executive Director of Corporate Services

Report Author(s)

Lynsey Linton

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Ward(s) Affected

Borough-Wide

Report Summary

This report sets out proposals to establish and appoint to the post of Service Director of Streetscene, Fleet and Highways and Service Director of Regulatory Services, Community Safety and Protection and other associated changes.

Recommendations

That Staffing Committee:

1. Approve the structural change to the Regeneration and Environment Directorate.
2. Support the recommendation to establish the role of Service Director of Streetscene, Fleet and Highways and refer to Council for approval;
3. Subject to approval by Council, refer the process to the Senior Officer Appointments Panel to undertake recruitment to the post of Service Director of Streetscene, Fleet and Highways.
4. Refer the process to the Senior Officer Appointments Panel to undertake recruitment to the post of Service Director of Regulatory Services, Community Safety and Protection;

List of Appendices Included

Appendix 1 Structure Chart

Appendix 2 Benchmarking

Background Papers

Localism Act 2011 Hutton review of Fair Pay in the Public Sector

Local Government Transparency Code 2015

Pay Policy Statement

Other Employment Procedure Rules

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

No

Exempt from the Press and Public

No

Recruitment of Service Director roles in Regeneration and Environment

1. Background

- 1.1 The Regeneration and Environment agenda has become more prominent and with increasing complexity across the local government sector, at local, regional and national level. This includes, opportunities presented by Rotherham Gateway, changes to delivery requirements through the insourcing of Household Waste Recycling Centres, changes to regulatory functions and other Regeneration and Economic Development programmes.
- 1.2 The Executive Director of Regeneration and Environment commenced in post in April 2024 and the current structure has been in place prior to their appointment.
- 1.3 The current Service Director of Community Safety and Streetscene has successfully applied for another senior role elsewhere, which has provided an opportunity to consider this role and other roles in the Directorate leadership structure, in accordance with the current and future priorities and opportunities for the Council.
- 1.4 The Executive Director has commenced formal consultation, via the recognised trade unions, with relevant postholders on proposed changes to the structure. This includes a proposal to create a new role of Service Director of Streetscene, Fleet and Highways in recognition of these priorities and challenges.

2. Key Issues

- 2.1 The current and proposed structure of the Directorate is detailed at Appendix 1.
- 2.2 Staffing Committee is asked to agree the structural change to the Directorate.
- 2.3 Staffing Committee is asked to recommend to Council the establishment of the new post of Service Director of Streetscene, Fleet and Highways and, subject to approval by Council, refer the matter to the Senior Officer Appointments Panel to commence the recruitment process.
- 2.4 Staffing Committee is asked to note that the post of Service Director of Community Safety and Streetscene be re-titled as Service Director of Regulatory Services, Community Safety and Protection and that the job description has been updated to reflect this.
- 2.5 Staffing Committee is asked to agree plans to immediately begin the selection process for the Service Director of Regulatory Services, Community Safety and Protection and refer the matter to the Senior Officer Appointments Panel.
- 2.6 The salary for the Service Director role is £105,726. The salary is inclusive of the 2026-27 Local Government (JNC) Pay Award.

- 2.7 Local benchmarking is appended to this document for transparency at Appendix 2.
- 2.8 It is anticipated that the full recruitment process, allowing for advertising, selection and notice periods, may take 6 months. In the event that the Directorate requires additional strategic leadership during this time, an interim may need to be considered.
- 2.9 Staffing Committee is asked to note the retitling of the post of Service Director of Planning, Regeneration and Transport to Service Director of Regeneration, Development and Transportation.
- 2.10 There are no changes to the post of Service Director of Culture, Sport and Tourism as part of this process.

3. Options considered and recommended proposal

- 3.1 There is the opportunity for Staffing Committee to reject recommendations to create the role of Service Director of Streetscene, Fleet and Highways as referenced in this report, however it is considered by the Executive Director that this would not allow the Council to respond effectively to current and emerging demands in the Regeneration and Environment Directorate.
- 3.2 In accordance with usual process for the appointment of Service Directors, it is proposed that permanent recruitment should be undertaken by a Senior Officer Appointments Panel.
- 3.3 No other options are available for the appointment of Chief Officer roles.

4. Consultation on proposal

- 4.1 Consultation, in accordance with the Council's agreed policies, has taken place with the recognised trade unions and individuals whose terms and conditions are affected by the change.

5. Timetable and Accountability for Implementing this Decision

- 5.1 It is proposed that Staffing Committee recommend the establishment of Service Director of Streetscene, Fleet and Highways to Council.
- 5.2 Subject to agreement by Council, to refer the recruitment process to the Senior Officer Appointments Panel.
- 5.3 It is proposed to immediately refer the appointment of the Service Director of Regulatory Services, Community Safety and Protection to the Senior Officer Appointments Panel as this does not require agreement of Council.
- 5.4 A recruitment timetable will be agreed in consultation with the Executive Director of Regeneration and Environment and the Senior Officer Appointments Panel.

6. Financial and Procurement Advice and Implications

- 6.1 Within the approved revenue budget for the Directorate, there is sufficient budget for one of the Service Director posts proposed within this report. The £134k of costs associated with the additional Service Director post will be funded corporately from within the Council's overall Budget. There are no financial implications to the retitling of the post as detailed at 2.5.
- 6.2 Whilst there are no procurement implications associated with the recommendations as detailed in this report, it must be noted that the engagement of a third party agency to support the Council's search and selection processes as part of any recruitment campaign, must be procured in compliance with relevant legislation (Public Contracts Regulations 2015 or the Procurement Act 2023) dependent on the route to market, as well as the Council's own Financial and Procurement Procedure Rules.

7. Legal Advice and Implications

- 7.1 These positions carry significant strategic responsibilities as described in the report above. Should the Committee decide not to fill the post then there is a requirement set out in the Constitution (Paragraph 6.1 of the Officer Appointment Procedure Rules) for the Committee to suggest how the responsibilities of the post would be fulfilled.

8. Human Resources Advice and Implications

- 8.1 An appropriately rewarded workforce motivates employees and meets standards of fairness and equity required by employment legislation.
- 8.2 The detail of this report accords with due process within Council and relevant HR Policies and Procedures.
- 8.3 No other options are available to make the changes proposed.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 There are no direct implications arising from this report.

10. Equalities and Human Rights Advice and Implications

- 10.1 Fair pay structures are a requirement of employment and equalities legislation.

11. Implications for CO₂ Emissions and Climate Change

- 11.1 There are no direct implications arising from this report, although appointing to this strategic role will support continued leadership of the Council's strategies.

12. Implications for Partners

- 12.1 This role will work corporately with Elected Members and external stakeholders to ensure the Council's vision, priorities and values are actively promoted and made a reality.

13. Risks and Mitigation

- 13.1 Failure to proceed with the appointment process to this role would create risk for the Council due to the responsibilities of the role.

Accountable Officer(s)

Lynsey Linton, Service Director of Human Resources and Organisational Development.

Approvals obtained on behalf of:

	Name	Date
Chief Executive	John Edwards	18/06/26
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	16/06/26
Service Director of Legal Services (Monitoring Officer)	Phil Horsfield	17/06/26

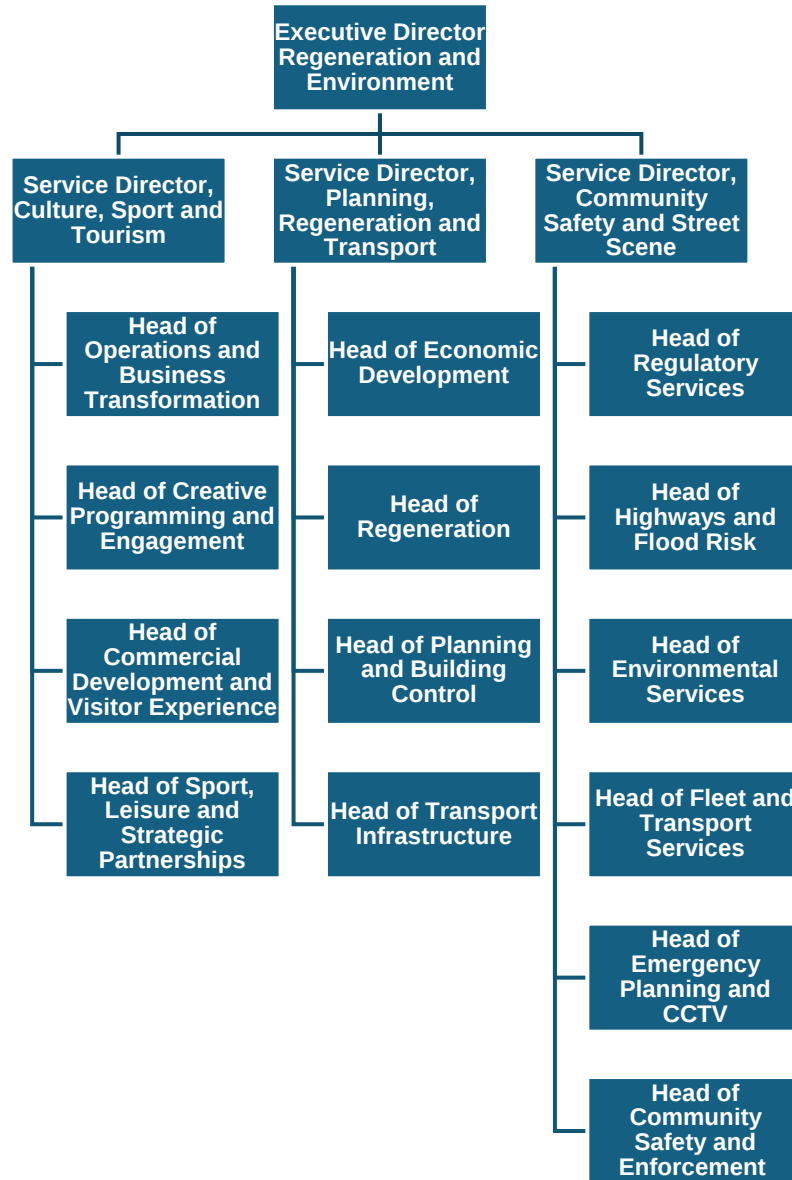
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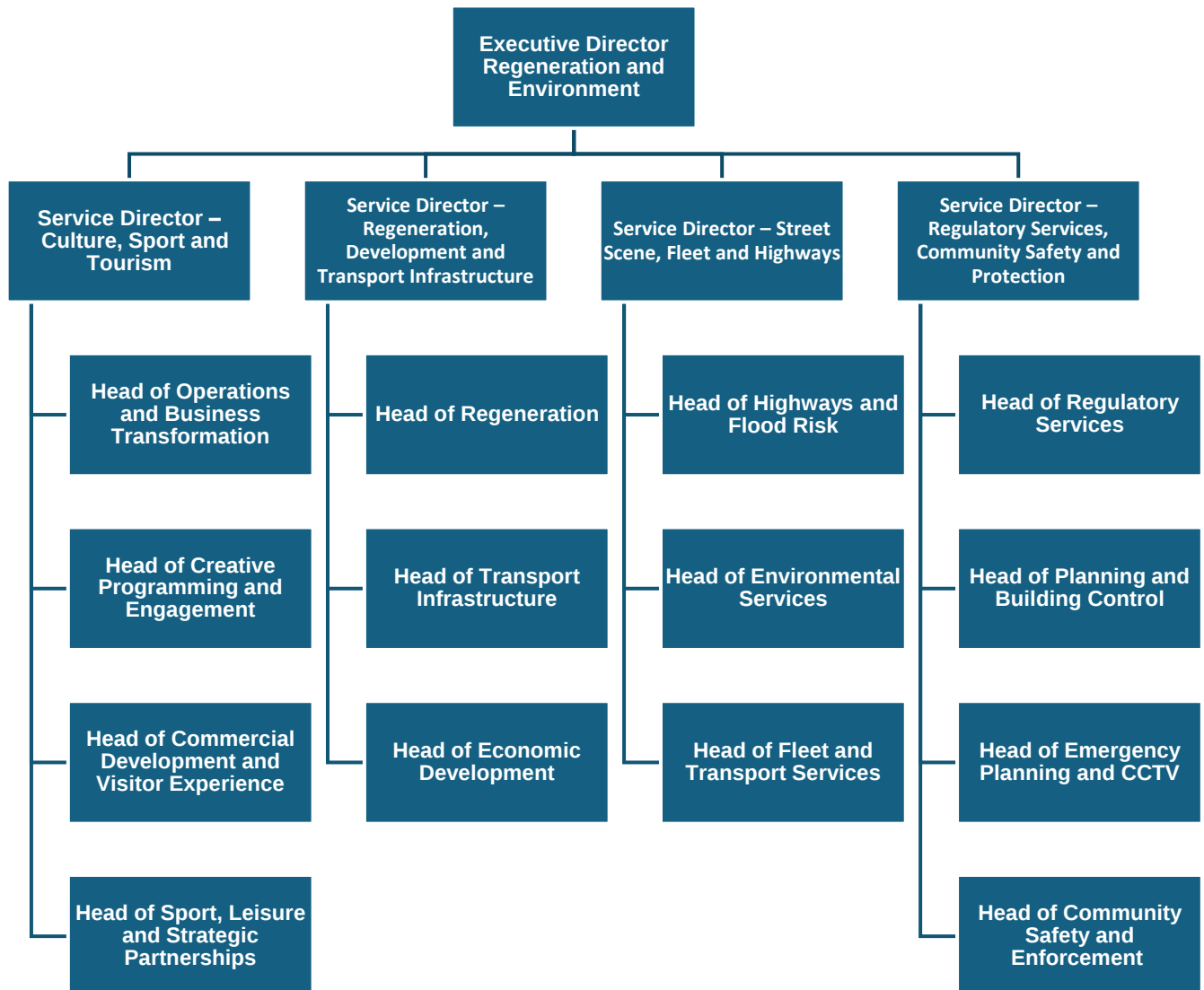
This report is published on the Council's [website](#).

Appendix 1

Current Structure



Proposed Structure



Appendix 2 Benchmarking

Organisation	Role title	R and E comparator roles within structure**	Salary
Barnsley Metropolitan Council	Service Director	3	£110,000-£115,000*
Sheffield City Council	Service Director	4	£100,000 - £115,000*
Wakefield Council	Service Director	4	£95, 000 -£115,000*
Bradford Council	Assistant Director	6	£96,350 -£108,925*
Calderdale Council	Group Director	4	£100,000 - £104,999*
North Yorkshire Council	Assistant Director	7	£111,533 -£119,774*
Hull Council	Assistant Director	4	£108,403
Rotherham MBC	Service Director	3	£105,726

*Depending on experience

** Councils have designed roles within their respective organisations in different ways. This column denotes the number of Chief Officer roles relating to activity in RMBC's Regeneration and Environment

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