

**STAFFING COMMITTEE
31st August, 2006**

Present:- Councillor Stone (in the Chair); Councillors Sharman and Wardle.

An apology for absence was received from Councillor Clarke.

3. EXCLUSION OF THE PRESS AND PUBLIC

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 1 of Part I of Schedule 12A to the Local Government Act 1972 (information relating to individuals)

4. EXECUTIVE DIRECTOR SALARIES

The Head of Human Resources reported that the Council currently applied a market factor as a supplement to the salary level of Executive Directors. It was clear however that the current salary package for these posts had now fallen significantly below the salary levels being applied in similar Councils particularly within our region. This report sought to bring the salaries of Executive Directors up to a more appropriate competitive market level.

The risk of not updating Executive Directors salaries to keep in touch with the market pay rates was that the Authority could lose existing Directors and may be unable to replace them with suitably qualified and experienced candidates. This in turn would have a potentially detrimental effect on our progress as a Council and damage the Authority's programme of continuous improvement.

Members discussed the report, particularly the management of service delivery and the cost savings.

Resolved:- (1) That, subject to the reduction of one current post of Executive Director, the remaining Executive Director posts be graded in line with the current salary level of the Senior Executive Director [Children and Young Peoples Services].

(2) That the current additional payment for involvement in the Council's Emergency Duty procedures be integrated into basic pay.

5. ASSISTANT CHIEF EXECUTIVE POST

The Chief Executive reported on proposed temporary arrangements to provide cover for the Assistant Chief Executive Post, which would become vacant on 13th October, 2006. Longer term arrangements for this post would be considered as part of the work of the "Our Future" Group examining Strategic Capacity, Governance and Structural Change.

Failure to cover the work undertaken by the Assistant Chief Executive would impact adversely on the Council's ongoing improvement drive, on external relations, partnership development and general management capacity. Support for elected members would also be adversely affected.

Members discussed the report, particularly the management of service delivery and the cost savings.

Resolved:- That Matthew Gladstone, Head of the Performance and Quality Team in the Chief Executive's Department, be promoted temporarily to (acting) Assistant Chief Executive pending further decisions on structures as part of the wider review currently underway.