

Committee Name and Date of Committee Meeting

Council – 27 February 2019

Report Title

Pay Policy Statement – Adoption of Remuneration Package for the Strategic Director of 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

Shokat Lal, Assistant Chief Executive

Report Author(s)

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Ward(s) Affected

Borough-Wide

Report Summary

The Council has recently undertaken an open and rigorous recruitment process to fill the vacant post of Strategic Director of Regeneration and Environment. The Officer Employment Procedure Rules in the Constitution require the Council to approve the salary package for any new or vacant post defined in the Pay Policy Statement as earning £100,000 or more.

This report recommends that the Council agree the salary package for the post of Strategic Director of Regeneration and Environment at the level of remuneration detailed in the authority's Pay Policy Statement.

Recommendations

That, in accordance with the Pay Policy Statement 2018-19 and the Officer Employment Procedure Rules, the remuneration package of £117,976 for the post of Strategic Director of Regeneration and Environment be approved by Council.

List of Appendices Included

None

Background Papers

Rotherham MBC Pay Policy Statement

Report to Staffing Committee 'Strategic Director Regeneration and Environment' –
18 February 2019

Minutes of Staffing Committee – 18 February 2019

Localism Act 2011

Consideration by any other Council Committee, Scrutiny or Advisory Panel

Staffing Committee – 18 February 2019

Council Approval Required

Yes

Exempt from the Press and Public

No

Pay Policy Statement – Adoption of Remuneration Package for the Strategic Director of Regeneration and Environment

1. Background

- 1.1 The Council adopted new Officer Employment Procedure Rules in September 2017. These rules, which form part of the Constitution, build upon the provisions of the Localism Act 2011 concerning the publication of a Pay Policy Statement and making public the salaries for the Council's Senior Leadership Team and Assistant Director positions. The Pay Policy Statement was agreed by the Council on 24 January 2018.
- 1.2 Following the departure of the previous post holder, the Staffing Committee considered a report at its meeting on 18 February 2019 which recommended that the salary for the position of Strategic Director of Regeneration and Environment be £117,976, in accordance with the agreed Pay Policy Statement.

2. Key Issues

- 2.1 The Council has recently concluded an open and rigorous recruitment process for the vacant post of Strategic Director of Regeneration and Environment, with Members of the Senior Appointments Panel instructing the Proper Officer to appoint Mr. Paul Woodcock to the post.

3. Options considered and recommended proposal

- 3.1 The Council's Officer Employment Procedure Rules require the Council to approve any salary package, as defined in the Council's Pay Policy Statement, of £100,000 per annum or more for all new or vacant posts.
- 3.2 Given the imperative to appoint a suitably skilled and experienced professional to deliver the Council's key objectives in this area and levels of salary at comparable local authorities, the Staffing Committee considered it necessary to retain the current salary level for the post.
- 3.3 Council are asked to approve the remuneration package of £117,976 for the Strategic Director of Regeneration and Environment. This package is based on the current evaluation of the role and responsibilities.

4. Consultation on proposal

- 4.1 The Staffing Committee were consulted in respect of the proposed remuneration package for the post of Strategic Director of Regeneration and Environment. The proposed remuneration package is in line with the evaluation of the job and the expectations in terms of responsibilities.

5. Timetable and Accountability for Implementing this Decision

- 5.1 Salary packages for new and vacant roles in excess of £100,000 require Staffing Committee approval.

5.2 In the event that Council approves the recommendation from the Staffing Committee, the remuneration package for the new Strategic Director of Regeneration and Environment would be effective immediately.

5.3 The Assistant Chief Executive will be accountable for the implementation of the Council's decision.

6. Financial and Procurement Advice and Implications

6.1 The revenue budget has provision for the remuneration package for the post of Strategic Director of Regeneration and Environment. There are no further financial or procurement implications associated with this report.

7. Legal Advice and Implications

7.1 The Localism Act 2011 requires the Council to publish annually a Pay Policy Statement. The Officer Employment Procedure Rules go beyond this requirement in requiring the submission of this report to give effect to the remuneration package for any post offering a salary in excess of £100,000.

8. Human Resources Advice and Implications

8.1 The Human Resources implications are covered in the main body of this report. An appropriately rewarded workforce motivates employees and meets standards of fairness and equality required by employment legislation.

9. Implications for Children and Young People and Vulnerable Adults

9.1 This Strategic Director role forms part of the Council's Strategic Leadership Team responsible for delivering the Council's key objectives.

10. Equalities and Human Rights Advice and Implications

10.1 In making any decision the Council is required to have due regard to its equalities duties and in particular with respect to the Equality Act 2010, section 149, part 11 of the public sector duty:

- a) eliminate discrimination, harassment, victimisation and eliminate any other conduct that is prohibited by or under the Act,
- b) advance equality of opportunity between persons who are a protected characteristics and persons who do not share it and to
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

10.2 The recommendation before the Council will not have any adverse impact on anyone with one or more protected characteristics, namely age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

11. Implications for Partners

11.1 There are no implications for partners arising from the recommendation of the Staffing Committee.

12. Risks and Mitigation

12.1 There are no risks arising from this report or the recommendation of the Staffing Committee.

13. Accountable Officer(s)

Shokat Lal, Assistant Chief Executive