

**Committee Name and Date of Committee Meeting**

Staffing Committee – 18 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 Constitution requires the Staffing Committee recommend remuneration packages for any new or vacant post defined in the Pay Policy Statement as earning £100,000 or more.

This report recommends that the Staffing Committee 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 Staffing Committee resolve to recommend to Council:-

1. 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.

**List of Appendices Included**

None

**Background Papers**

Rotherham MBC Pay Policy Statement  
Localism Act 2011

**Consideration by any other Council Committee, Scrutiny or Advisory Panel**

Council – 27 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 29 October 2018 which recommended the interim arrangements whilst a full recruitment process was undertaken.

### **2. Key Issues**

- 2.1 The Council has recently concluded the 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.
- 2.2 Further to the decision of the Senior Appointments Panel, Mr. Woodcock has accepted the role.

### **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 and 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. The Staffing Committee are asked to recommend that Council approve the remuneration package for the Strategic Director of Regeneration and Environment of £117,976. This package is based on the current evaluation of the role and responsibilities.

### **4. Consultation on proposal**

- 4.1 The proposed remuneration package for the post of Strategic Director of Regeneration and Environment 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 If approved, Staffing Committee's recommendation will go to Council for approval on 27 February 2018.

## **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.

## **12. Risks and Mitigation**

12.1 There are no risks arising from this report.

## **13. Accountable Officer(s)**

Shokat Lal, Assistant Chief Executive