

REPORT FOR: **COUNCILs**

Date of Meeting: 19th July 2018

Subject: **INFORMATION REPORT –**
Remuneration packages and payments of
£100,000 or greater

Exempt: No

Enclosures: None

Section 1 – Summary

This report sets out a summary of remuneration packages and payments amounting to £100,000 or greater approved by the Chief Officers' Employment Panel.

FOR INFORMATION

Section 2 – Report

Background

1. The Localism Act 2011 requires Local Authorities to agree and publish an annual Pay Policy Statement.
2. DCLG guidance ('Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011') states that that full Council should be asked to determine whether it wishes to vote on any remuneration package or payment on termination of employment amounting to £100,000 or greater.
3. The statutory guidance states: 'Remuneration includes salary, expenses, bonuses, performance related pay, as well as contractual arrangements involving possible future severance payments'. Authorities are required to take account of this guidance when preparing their pay policy statements.
4. The Council delegates authority to the Chief Officers' Employment Panel (COEP) for determination of any remuneration package of £100,000 or payment on termination of employment amount to £100,000 or greater. Council also agreed that a summary of any remuneration packages or payments on termination of employment amounting to £100,000 or greater approved by the Chief Officers' Employment Panel be reported for information to Full Council.
5. Since the last report to Council, the Chief Officers' Employment Panel has approved the extension to the interim arrangements for the post of Corporate Director of People, the extension to the interim arrangements for the post of Director of Adult Social Services and the extension to the interim arrangements for the post of Divisional Director of Children's Services. The COEP have also agreed to the extension of other interim senior management arrangements as set out below.

Arrangements for the Chief Executive (Head of Paid Service)

On 19th October 2017 the Chief Executive, Michael Lockwood, tendered his resignation from post effective from 14th January 2018.

The Council is required to appoint a Head of Paid Service and this function is currently included in the Chief Executive's role. Following the Chief Executive's resignation, and following the consideration of expressions of interest, the Panel appointed Tom Whiting – Corporate Director Resources and Commercial - as interim Chief Executive (Head of Paid Services) until 24 May 2018. Council agreed to the further extension of this appointment at its meeting on 24th May 2018, and for the Chief Officers' Appointment Panel to meet before the end of June to agree arrangements for the permanent recruitment to this role. The Chief Officers' Appointment Panel met on the 28th June 2018, and approved that the Director of Legal and Governance Services be authorised, following consultation with the Leader of the Council, to approach recruitment agencies to support the recruitment process for the position of Chief Executive (Head of Paid Service).

Payment 1: Extension to the post of Interim Corporate Director People and interim arrangements in the People's Directorate, Resources and Commercial Directorate and Community Directorate

The Chief Officers' Appointment Panel at its meeting on the 28th June 2018 agreed that the Divisional Director of Children and Young People's Services, continue as the interim Corporate Director People and statutory Director of Children's Services, subject to there being no well-founded objections from members of the Executive.

The Panel further agreed that the Head of Adult Social Care continue as the interim Director of Adults Services, subject to there being no well-founded objections from members of the Executive.

Following the appointment of Paul Hewitt, the Divisional Director of Children and Young People Services to the interim post of Corporate Director of People, the Head of Service Corporate Parenting, Peter Tolley, was appointed to the post of Divisional Director of Children and Young People on an interim basis. The Panel agreed that these interim arrangements continue.

The Panel also agreed that the Director of Finance, Divisional Director, Strategic Commissioning, the Divisional Director Commissioning and Commercial Services (Community Directorate) continue to take on additional responsibilities as agreed by the Panel in February 2018 and receive an acting up allowance as set out in the Appendix to the report.

The Panel also agreed that the Corporate Director of Community continue to assume responsibility for the Planning and Regeneration Directorate on a temporary basis and to be the line manager of the Director of Planning and Regeneration.

All of these interim arrangements should remain in place until after the recruitment to the Chief Executive (Head of Paid Service) position, who will then put in place a permanent senior management structure.

Section 3 – Financial Implications

Payment 1- Interim Corporate Director People Interim Arrangements in the Resources and Commercial Directorate Interim Arrangements in the Community Directorate and Interim Arrangements in the People's Directorate

The salary band for the post of Corporate Director People is £129,159 - £141,033 and is already accounted for in the annual budget.

The salary band for the post of Director of Children and Young People is £102,693 to £115,605 and is accounted for in the annual budget.

The salary band for the post of Director Adult Services is £102,693 to £115,605 and is accounted for in the annual budget.

There is a saving to the Council from filling these posts internally on an interim basis.

The interim arrangements overall make a saving to the Council of £23k per month excluding any further back filling of posts required within the Children's Division.

Section 4 – Equalities Implications

4.1 Equality Impact Assessments, where appropriate, have been carried out and published.

Section 5 – Statutory Officer Clearance

Name: Sharon Daniels



on behalf of the Chief
Finance Officer

Date: 9 July 2018

Section 6 - Contact Details and Background Papers

Contact: Annessa Salmon annessa.salmon@harrow.gov.uk

Background Papers:

Minutes of the Chief Officers' Employment Panel – 19th December 2017, 19th February 2018, 26th March 2018, 28th June 2018

ADDITIONAL RESPONSIBILITIES

1. The additional responsibilities for the Director of Finance include:

- Internal Audit & Corporate Anti Fraud
- Procurement
- Interface to Council Trading Arrangements
- Coordination of Portfolio Holder Arrangements with Portfolio Holder with responsibility for Finance and Commercialisation
- Charing of Resources and Commercial Directorate Management Team
- Charing of Commissioning and Commercial Board and sign off of Procurement Gateways

These additional responsibilities will be recognised through an acting up allowance equivalent to £7,000 per year.

2. The additional responsibilities for the Divisional Director Strategic Commissioning include:

- Human Resources & Payroll
- Shared Service Governance with Buckinghamshire County Council
- Coordination of Portfolio Holder Arrangements with Portfolio Holder with responsibility for Performance, Corporate Resources & Customer Services (not including Finance and Commercialisation)
- Preparation for and coordination of Resources & Commercial Improvement Boards
- Coordination of Directorate Joint Committee
- Coordination of Resources & Commercial briefing to Scrutiny Lead Councillors

These additional responsibilities will be recognised through an acting up allowance equivalent to £7,000 per year.

3. The additional responsibilities for the Divisional Director Commissioning & Commercial Services include:

- Commercialisation Strategy and Commercial Expansion
- Commercial Reporting
- Coordination of Portfolio Holder arrangements with Portfolio Holder for Finance & Commercialisation regarding commercialisation.

These additional responsibilities will be recognised through an acting up allowance equivalent to £3,500 per year.