

REPORT FOR: COUNCIL

Date of Meeting: 28 February 2019

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

Exempt: No

Enclosures: None

Section 1 – Summary

This report sets out a summary of the latest remuneration packages 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 amount 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 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 remuneration packages for the following two posts:

Chief Executive (Head of Paid Service)

6. On 19th October 2017 the Chief Executive, Michael Lockwood, tendered his resignation from post effective from 14th January 2018.
7. 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).

8. On 13th November 2018, the Panel, having interviewed three shortlisted candidates for the post of Chief Executive (Head of Paid Service), and reconvened on 14 November 2018, agreed a remuneration package of £185,000 per annum plus the employer's Local Government Pension Scheme contribution as the selected candidate would not be a member of the Scheme.

Director of Adult Social Services

9. At the Chief Officers' Employment Panel (COEP) meeting on 18th October 2018, the Panel agreed that the Corporate Director, People (Interim) begin the permanent recruitment process for the statutory Chief Officer post of Director of Adult Social Services (DASS).
10. The annual salary for the D2 grade is £104,748 to £117,918 with a 2% pay award agreed for 2019/20. The current interim postholder received a market supplement of £5,938 per annum.
11. From salary expectations identified during the recruitment exercise, candidates' salary expectations were above the top of the salary range for D2.
12. The latest available benchmarking data from London Councils' Chief Officers' Pay and Benefits Survey 2017 was provided to the Panel to support their decision making:-

Borough	Actual Remuneration (k)
Kingston	121
Tower Hamlets	124
Croydon	128
Bexley	129
Merton	130
Havering	133
Enfield	140
Barnet	142
Greenwich	158
Hammersmith (tri borough)	160
Westminster	161
Richmond & Wandsworth	175

13. On 31st January 2019, the Panel agreed a remuneration package for the post for a 3 year period of £130,000 per annum comprised of a salary at grade D2 (£104,748 - £117,918), a 2% pay award due in April 2019 and a market supplement of up to £10,000 (to be reviewed after 3 years).

Section 3 – Financial Implications

The financial implications of this report will be contained within current budget provision.'

Section 4 – Equalities Implications

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

Section 5 - Statutory Officer Clearance

Name: Dawn Calvert



Chief Financial Officer

Date: 18 February 2019

Section 6 - Contact Details and Background Papers

Contact: John Kitching, HR Employee and Customer Relations, [John.Kitching @harrow.gov.uk](mailto:John.Kitching@harrow.gov.uk)

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Background Papers:

Report to the Chief Officers' Employment Panel: 13th November 2018
Report to the Chief Officers' Employment Panel: 31st January 2019