

Central Bedfordshire
Council
Priory House
Monks Walk
Chicksands,
Shefford SG17 5TQ



please ask for Mel Peaston
direct line 01234 228800
date 25 June 2009

NOTICE OF MEETING

GENERAL PURPOSES COMMITTEE

Date & Time

Thursday, 2 July 2009 at 9.30 a.m.

Venue at

Room 14, Priory House, Monks Walk, Shefford

Jaki Salisbury
Interim Chief Executive

To: The Chairman and Members of the GENERAL PURPOSES COMMITTEE:

Cllrs Mrs J G Lawrence (Chairman), K Sharer (Vice-Chairman), R A Baker,
P A Blaine, P Rawcliffe, R Stay and Mrs P E Turner MBE

All other Members of the Council - on request

***MEMBERS OF THE PRESS AND PUBLIC ARE WELCOME TO ATTEND THIS
MEETING***

**Further to the main agenda published separately, attached please find a
replacement report for item 11 Proposed Chief Executive Salary Range.**

AGENDA

11. **Proposed Chief Executive Salary Range**

To consider a report seeking Member endorsement of a salary scale for the Chief Executive's post.

Agenda Item: 11

Meeting: General Purposes Committee

Date: 2 July 2009

Subject: Proposed Chief Executive salary range

Report of: Acting Assistant Director, Human Resources and Organisational Development.

Summary: The report is to seek Member endorsement to a salary scale for the post of Chief Executive

Contact Officer: Gordon McFarlane (Acting Assistant Director – HR/OD – 01234 276679)

Public/Exempt: Public

Wards Affected: n/a

Function of: Council

RECOMMENDATIONS:

1. that the Committee

- (a) Endorse the proposed salary scale for the post of Chief Executive as set out in paragraph 6**
- (b) Re-confirm the commitment not to offer the successful candidate a starting salary above £185k, unless there are very exceptional circumstances**

Background

1. Central Bedfordshire advertised the post of Chief Executive at c£185k. This followed consultation and advice received from Veredus Executive Resourcing, who are working with the Authority to recruit a new Chief Executive.
2. Pitching the role at this level recognised the scale and complexity, and the challenge that the Authority faces as a new unitary Council. Veredus have advised us that this salary (£185k) sits between established unitary Councils of a comparable scale (between c£140k and c£160k), and larger new unitary Councils and London Boroughs (c£200k).

3. Veredus were also able to provide some recent market data, which has assisted us in terms of the level to pitch the salary at:-

Durham Unitary c£200k
 Northumberland Unitary c£200k
 Both Cheshire Unitaries c£180k
 Westminster, K & C and Lambeth LB's all pay in excess of £200k
 Hertfordshire, Suffolk and Kent Counties all pay in excess of £200k

4. We have a stated commitment that we will offer a starting salary that is no greater than £185k (this position would only be reviewed in very exceptional circumstances). However, in making this decision, we have considered the need to be attractive to our target market and the need to attract, secure and then retain someone who will not be tempted to move on after a short period of time. In summary, the salary needs to reflect the scale of the challenge.

5. However, if on appointment we have to offer the successful candidate a starting salary at (or close to) this level, we may wish to create some flexibility at the top of the grade to allow for future progression. The following proposal places £185k on the fourth of six points in the scale, allowing scope for progression after appointment.

Proposal

6. Members are asked to consider and endorse the following six point scale ahead of the final interviews on 6th and 7th July 2009 (the appointment being subject to full Council approval the following week).

7.	<u>SCP</u>	<u>Salary</u>	<u>Difference between SCP's</u>	<u>% Difference</u>
	1.	£169,000		
	2.	£174,000	£5000	2.9%
	3.	£179,000	£5000	2.8%
	4.	£185,000	£6000	3.2%
	5.	£191,000	£6000	3.1%
	6.	£197,000	£6000	3.0%

8. Future increases to the pay scale will be subject to annual settlements of the JNC for Chief Executives which are negotiated at a national level.

CORPORATE IMPLICATIONS

Council Priorities:

Establishment of a clear route for progression will contribute to the resourcing strategy for the Authority

Financial:

Only minor change to maximum salary of one post

Legal:

N/A

Risk Management:

Risk relating to further press interest

Staffing (including Trades Unions):

N/A

Equalities/Human Rights:

N/A

Community Safety:

n/a

Sustainability:

n/a

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