

**Meeting:** General Purposes Committee  
**Date:** 6 October 2011  
**Subject:** Market Rate Supplement Payments Update  
**Report of:** Assistant Chief Executive – People and Organisational Development  
**Summary:** The report provides an update of the current market rate supplements paid to staff across Central Bedfordshire Council.

---

**Advising Officer:** Deb Clarke, Assistant Chief Executive – People and Organisational Development.  
**Contact Officer:** Rachel Hobbs, Head of Resourcing and Development.  
**Public/Exempt:** Public (Appendix B Exempt).  
**Wards Affected:** None.  
**Function of:** None.

#### **CORPORATE IMPLICATIONS**

**Council Priorities:**

Supporting the Council's commitment to achieving its priorities by ensuring the ability to recruit and retain the skills required to deliver services.

**Financial:**

None specifically arising from this report.

**Legal:**

None specifically arising from this report.

**Risk Management:**

None specifically arising from this report.

**Staffing (including Trades Unions):**

None specifically arising from this report.

**Equalities/Human Rights:**

None specifically arising from this report.

**Community Safety:**

None specifically arising from this report.

**Sustainability:**

None specifically arising from this report.

**Procurement:**

None specifically arising from this report.

**RECOMMENDATION:**

**That the Committee note the information highlighting the current application of market rate supplements to posts across Central Bedfordshire Council.**

**Background**

1. Market rate supplements (MRS) have historically been applied to positions within the Council and the legacy authorities. This approach has been used to respond to difficulties in recruiting and retaining particular staff groups, roles or skills.
2. The purpose of applying an MRS is to attempt to bridge the gap between an organisation's salary levels and the 'current' market rate pay.
3. The application of such payments is in line with the Council's agreed Market Rate Supplement Policy and Guidelines, a copy of which is reproduced at Appendix A.

**Current Payments**

4. Appendix B (Exempt) provides a summary of the current market rate supplements being paid across the Council as at 1 October 2011.
5. Supplements to 10 roles (14 FTE in post) have been inherited from the Legacy Authorities and 26 (covering 121.71 FTE in post) have been agreed as a renewal, a revised or a new supplement via CMT in accordance with the Council's policy.

**Appendices:**

Appendix A – Market Rate Supplement Policy and Guidelines  
Appendix B – Summary of Market Rate Supplements (Exempt)

**Background Papers:** None

**Location of Papers:** N/A