

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) Endorses the proposed salary scale for the post of Chief Executive as set out in paragraph 6**
 - (b) Re-confirms 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. This salary 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. 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)

4. 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.

Proposal

5. Members are asked to consider and endorse the following 5 point scale ahead of final interviews on 6th and 7th July 2009 (the appointment being subject to full Council approval the following week).
6.
 1. £165,000
 2. £170,000
 3. £176,000
 4. £183,000
 5. £190,000
7. 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
<p>Council Priorities: Establishment of a clear route for progression will contribute to the resourcing strategy for the Authority</p> <p>Financial: Only minor change to maximum salary of one post</p> <p>Legal: N/A</p> <p>Risk Management: Risk relating to further press interest</p> <p>Staffing (including Trades Unions): N/A</p> <p>Equalities/Human Rights: N/A</p> <p>Community Safety: n/a</p> <p>Sustainability: n/a</p>