

## Agenda Item: 11

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**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

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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).

- 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

- 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.

- 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**

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

SCP	Salary	Difference between SCP's	% Difference
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%

- 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.

<b>CORPORATE IMPLICATIONS</b>
<p><b>Council Priorities:</b>            Establishment of a clear route for progression will contribute to the resourcing strategy for the Authority</p> <p><b>Financial:</b>            Only minor change to maximum salary of one post</p> <p><b>Legal:</b></p>

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