

## **Report to Council**

# **Update to pay policy statement and organisational framework**

### **Portfolio Holder:**

Councillor Arooj Shah, Leader of the Council

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### **Reason for Decision**

The Council's corporate plan 'Ready for the Future' sets out ambitions to drive change by focusing on three missions: healthier, happier places; great place to live; and green and growing. To turn the ambitions into reality, we need to have appropriate organisational leaderships arrangements in place for us to deliver against the ambitions of our plan, but to also continue to deliver statutory services and priorities.

The Council's Appointments Committee has met and considered revisions to the Council's senior management team structure and this report details recommendations from that Committee for Full Council's consideration.

### **Recommendations**

The Appointments Committee recommends that Council:

1. Notes the decision of the Appointments Committee to move to a senior management structure of four executive directors.
2. Notes that the Appointments Committee have redesignated the vacant role of Assistant Chief Executive to Executive Director of Resources.

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3. Notes that the Appointments Committee have approved the redesignation of the Director of Economy to the Director of Growth and approved the recruitment to this post, and should it be required, to apply a market supplement of up to £10k.
  4. Notes that the Appointments Committee have renamed the Strategic Director of Children's Services to the Executive Director of Children and Young People.
  5. Notes that the Appointments Committee have approved the renaming of the Director of Technology to the Director of Digital, and should it be required, to apply a market supplement of up to £10k.
  6. Notes that the Appointments Committee have agreed to the recruitment to the role of Director of Children's Social Care and Early Help.
  7. Approves the designation of the Director of Finance as the Council's Chief Finance Officer for the purposes of s114 of the Local Government Finance Act 1988 and shall fulfil all the statutory duties of that post and in accordance with S151 of the Local Government Act 1972 shall be the officer with responsibilities for the proper administration of the Council's financial affairs, and the Constitution be updated where required.
  8. Approves the designation of the Director of Legal as the Council's Monitoring Officer/Borough Solicitor for the purposes of Section 5 of the Local Government and Housing Act 1989, and the Constitution be updated where required.
  9. Notes that the Appointments Committee have redesignated the Deputy Place Lead and Deputy Chief Executive Health and Care Integration to the Executive Director of Health and Care (Deputy Chief Executive), with responsibilities including public health, adult social care and retaining the Deputy Place Lead role for the Integrated Care Board, and that this post will transfer to the Council's terms and conditions.

It is further recommended that Council:

10. Considers the case for any salary in excess of £100,000, prior to any appointment to the chief officer posts, and approves the roles of Executive Director of Resources, Executive Director of Health and Care (Deputy Chief Executive), Director of Growth, Director of Digital, Director of Children's Social Care and Early Help, Director of Finance and Director of Legal.
11. Agrees to update the Pay Policy Statement to reflect these changes.
12. Agrees to update the Constitution to reflect these changes.

## **Update to Pay Policy Statement and Organisational Framework**

### **1 Background**

- 1.1 To ensure we have the right organisational leadership arrangements in place, in May 2025, the Council's Appointments Committee met to consider changes to the Council's senior management team structure. The structure proposed changes to some roles and to move to a senior management structure of four executive director roles comprising:
- Executive Director of Place (Deputy Chief Executive).
  - Executive Director of Resources.
  - Executive Director of Health and Social Care (Deputy Chief Executive).
  - Executive Director of Children and Young People.
- 1.2 The Appointments Committee agreed to this structure and to commence recruitment to the vacant role of Executive Director of Resources role; together with recruitment to a number of other senior management team roles, some of which have interim arrangements in place.
- 1.3 In line with the Council's Pay Policy Statement, Full Council will consider the case for any salary in excess of £100,000, prior to any appointment to the chief officer posts that it relates. The salary package will be defined as basic salary, any performance related pay, fees, routinely payable allowances and benefits in kind, that are due under the contract. The roles of Director referred to in this report have been graded at Director level and would be appointed on a spot salary between £104,337 to £115,105 and the roles of Executive Director have been graded at Executive Director level and the vacant role would be appointed on a spot salary of £144,160. The Appointments Committee approved a market supplement of up to £10k for the roles of Director of Growth and Director of Digital in light of a benchmarking exercise to attract the right candidates for the roles.

### **2 Financial Implications**

- 2.1 The revised structure arrangements are in line with the budget available for the Senior Management Team of the Council

### **3 Legal Implications**

- 3.1 The roles of Director of Finance, Director of Legal and Executive Director of Children and Young People are roles that carry statutory responsibility as defined by s.151 of the Local Government Act 1972, s.5 Local Government and Housing Act 1989,

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and s.18 Children's Act 2004 respectively. This report notes the designation of the statutory responsibility to the associated job roles and ensures the Council is compliant.

- 3.2 Full Council is required to approve posts with remuneration of over £100k according to the Council's pay policy.

## **4 Human Resources Implications**

- 4.1 All changes proposed within this report will follow existing policy and guidance, and any staff directly affected by the proposals have been consulted in line with the Council's agreed procedures for implementing structural changes.

## **5 Equality Impact, including implications for Children and Young People**

- 5.1 The recommendations have no impact on any particular equality group therefore an equality impact assessment is not required.

## **6 Key Decision**

- 6.1 No.

## **7 Key Decision Reference**

- 7.1 n/a

## **8 Background Papers**

- 8.1 No background papers.

## **9 Appendices**

- 9.1 None.