

Eden District Council
Council

28 April 2022

Review of Deputy Chief Executive Salary

Portfolio:	Resources Portfolio Holder
Report from:	Chief Executive
Wards:	All Wards
OPEN PUBLIC ITEM	

1 Purpose

- 1.1 To consider the recommendation of the sub-committee of the HR and Appeals Committee regarding the review of the salary of the Deputy Chief Executive.

2 Recommendation

- 2.1 It is recommended Deputy Chief Executive's salary be permanently revised to £89,463 with effect from 1 January 2022 and the associated back pay be made.
- 2.2 It is recommended that the additional funding be met from earmarked reserves.

3 Report Details

- 3.1 The Director of People and Place role, Director Level, assumed extra responsibilities in November 2020 alongside the appointment of a shared Chief Executive with Carlisle City Council. These extra responsibilities were to deputise for the Chief Executive in their absence as Deputy Head of Paid Service.
- 3.2 Following the recommendation of HR and Appeals Committee of 20 November 2020, on the 26 November 2020 Council resolved that an honorarium be added to the Deputy Chief Executive post to May 2021. It was subsequently agreed by Council on 29 April 2021 that this arrangement be extended to 31 December 2021.
- 3.3 In August 2021 the shared arrangement for Chief Executive came to an end and the Deputy Chief Executive deputised in their absence for several months.
- 3.4 In November 2021, a new Interim Chief Executive started, however the extra responsibilities, in relation to deputising in the absence of the Chief Executive were required to continue and became integral to the role so that there was a deputy in place in case of absence. Local Government Reorganisation has further added to the duties of the post over and above those agreed in 2020. The Deputy Chief Executive at Eden is co leader of the whole Place Theme of the LGR programme - the only non-district Chief Executive to undertake responsibility at this level.

- 3.5 These extra responsibilities were recognised until December 2021 as an uplift of £1250 per month over and above the standard Directors' salary. However the arrangement agreed by Council then came to an end and the post has reverted to being paid at standard Director salary which is currently £74,463.
- 3.6 The Council's Pay and Pensions Discretions Policy requires that the salary of Chief Officers is set by a process of independent review. This process would, usually, be conducted via an Independent Review Panel comprising of Members and any relevant and appropriate Officers.
- 3.7 A sub-committee of three Members of the HR & Appeals Committee, the Chief Executive and the HR & OD Manager has been convened and has received a pay benchmarking report from NW Employers to show recent and up to date data for Deputy Chief Executive posts in other district councils. Comparative data of the salary levels of a similar/equivalent role in other Cumbrian district councils was also provided.
- 3.8 It was recognised that the Deputy Chief Executive role had not changed in any way since the uplift had ended and if anything the responsibilities are becoming greater due to the involvement and workload arising from LGR.
- 3.9 After consideration of the comparative salaries and the salary level which had previously been paid to the Deputy Chief Executive up to December 2021, it was unanimously agreed to recommend that the revised permanent salary should be set at the same level as was paid previously when the temporary uplift was in place. This results in an annual salary of £89,463 and it was also unanimously agreed to recommend that this would be applied from 1 January 2022 and the appropriate back pay be made.

4 Policy Framework

- 4.1 The Council has four corporate priorities which are:
- Sustainable;
 - Healthy, safe and secure;
 - Connected; and
 - Creative
- 4.2 The delivery of these corporate priorities is a key aspect of the Deputy Chief Executive role and the appropriate remuneration is therefore vital to ensure successful delivery.

5 Consultation

- 5.1 As required by the Council's Pay and Pensions Discretions policy an independent review panel is required to make a recommendation to Council, therefore no consultation has taken place.

6 Implications

6.1 Financial and Resources

- 6.1.1 Any decision to reduce or increase resources or alternatively increase income must be made within the context of the Council's stated priorities, as set out in its Council Plan 2019-2023 as agreed at Council on 7 November 2019.

6.1.2 The recommendation to increase the annual salary to £89,463 means there is an additional cost of £15,000. This does not include on costs for employer national insurance and pension therefore total costs are as follows:

2022/23 £19,800 per annum (£89,463 less £74,463 plus on costs)

2021/22 £4,950 for 3 months (£3,750 plus on costs)

The additional costs for 2021/22 will be funded from vacancy savings. The additional costs for 2022/23 be funded from earmarked reserves.

6.2 Legal

6.2.1 There are no legal implications.

6.3 Human Resources

6.3.1 There are no HR implications.

6.4 Environmental

6.4.1 There are no environmental implications.

6.5 Statutory Considerations

Consideration:	Details of any implications and proposed measures to address:
Equality and Diversity	None arising from this report
Health, Social Environmental and Economic Impact	None arising from this report
Crime and Disorder	None arising from this report
Children and Safeguarding	None arising from this report

6.6 Risk Management

Risk	Consequence	Controls Required
The Council may struggle to retain the post holder if an appropriate level of remuneration is not paid	Loss of valuable experience and knowledge at a critical time in the LGR programme	Appropriate level of salary is paid

7 Other Options Considered

7.1 Other options were presented to and considered by the sub-committee. The purpose of this report is to present a recommendation for approval.

8 Reasons for the Decision/Recommendation

8.1 To ensure that the Council follows the correct review process in respect of the Deputy Chief Executive salary.

Tracking Information

Governance Check	Date Considered
Chief Finance Officer (or Deputy)	13 April 2022
Monitoring Officer (or Deputy)	13 April 2022
Relevant Assistant Director	N/A

Background Papers: None

Appendices: None

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