

London Borough of Bromley

Report No.13002

PART I – PUBLIC

Decision Maker: Urgency Committee

Date: 21st August 2013

Decision Type: Urgent Non-Executive Key
Non-Key

TITLE: ASSISTANT DIRECTOR POSTS : SALARY PACKAGE

Contact Officer: Charles Obazuaye
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Chief Officer: Director of Human Resources

Ward: N/A

1. REASON FOR REPORT

- 1.1 To seek member approval to recruit two Interim Assistant Directors on a temporary/fixed term contract on a salary in excess of £100,000 per annum.
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2. RECOMMENDATION(S)

- 2.1 Members are requested to agree the proposal to appoint an Assistant Director, Adult Care Services, on a temporary/fixed term contract not exceeding £110k per annum including lease car or pay in lieu of a lease car.
- 2.2 Members are requested to agree the proposal to appoint an Interim Assistant Director, Education, on a temporary/fixed term contract not exceeding £110k per annum including lease car or pay in lieu of a lease car.

Corporate Policy

1. Policy Status: Existing Policy
 2. BBB Priority: Children & Young People/Excellent Council
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Financial

1. Cost of proposal: No Cost
 2. On-going costs: N/A/Non-recurring cost/Recurring Cost
 3. Budget Head/Performance Centre:
 4. Total current budget for this Head:
 5. Source of Funding: Existing budgets
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Staff

1. Number of staff (current and additional):
 2. If from existing staff resources, number of staff hours:
-

Legal

- 1) Legal Requirement: Statutory Requirement
 - 2) Call In: Call in is not applicable
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Customer Impact

1. Estimated number of users/beneficiaries (current and projected)
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Ward Councillor Views

- 1) Have Ward Councillors been asked for comments: N/A
- 2) Summary of Ward Councillors comments:

3. COMMENTARY

3.1 The context is that:

3.1.1 The Council is required to have a Pay Policy Statement for its “Chief Officers” pursuant to the Localism Act. The current pay policy was approved by Full Council on 27th February 2013.

3.1.2 For the purposes of the Pay Policy Statement, the term “Chief Officer” includes deputy Chief Officers within the meaning of the Local Government and Housing Act 1989. It, therefore, covers the two interim Assistant Director posts in the department of Education, Care and Public Health Services the Director is seeking to recruit into as a matter of urgency.

3.1.3 The Pay Policy Statement requires members to approve large salary packages in respect of new appointments. The Secretary of State considers that £100,000 per year is the right level for that threshold to be set. Salary packages will include salary, bonuses, fees or allowances routinely payable to the new recruit and any benefits in kind to which the officer is entitled as a result of their employment.

3.1.4 There are significant organisational, financial and legislative changes impacting on the structure and the delivery models for the services these two senior posts are currently responsible for. The pace of academy conversion in Bromley and the on-going work to realign finance and policy with a view to transitioning into a commissioning authority have influenced the strategic decision to fill these two vital posts on a temporary/fixed term contract. It offers sufficient flexibility and capacity at a critical time in the department without the risks normally associated with a permanent appointment.

3.1.5 However, given the interim nature of these appointments, the Council will need to offer a good salary package to attract quality recruits away from established and stable environments.

3.1.5 As stated in the Pay Policy Statement, the key challenge is to ensure that pay levels remain attractive and competitive so that the Council is able to recruit and retain quality staff, especially staff charged with managing high profile Member priorities.

3.2 The post of Assistant Director, Adult Care Services, became vacant following the (normal) retirement of the previous post holder earlier this year. An agency worker was procured to fill the gap via an employment agency. The Officer, Stephen John, has been in the organisation since June 2013 and he is working very well with the Director, the Portfolio Holder and his DMT colleagues, to address the huge challenges and opportunities within adult care. The Director needs to secure his commitment and services by offering him a temporary/fixed contract for 6 months initially with the London Borough of Bromley.

3.3 For the same reason, the Director is also seeking a temporary replacement for the post of Assistant Director, Education, currently held by Dr. Tessa Moore. As Members are aware, Dr. Moore has communicated her decision to terminate her employment with the Council on the ground of (normal) retirement. Although Dr. Moore’s last day of service is not until 31st October 2013, the Director, in consultation with the Chief Executive and the Portfolio Holder, is keen to find a quality replacement immediately to ensure there is very little, or no, gap between the new person starting and Dr. Moore’s departure.

- 3.4 The key challenge is to find the right person for Bromley with speed and efficiency given the scale and pace of the education agenda. Being able to attract the right candidate away from a stable environment to accept a temporary/fixed term contract with Bromley Council is always a challenge. It will require a new radical departure from the normal protracted recruitment and selection process. Hence the Director, in consultation with HR, is seeking to “headhunt” quality individuals for this vital post. The existing agency work arrangement with Adecco is not always ideal for this level of appointment.
- 3.5 For both posts, the Director is seeking Member approval to offer a salary not exceeding £110k per annum (including lease car or pay in lieu). Both posts are entitled to a lease car. Under the lease car scheme, employees with a lease car are expected to make a 30% contribution to the cost and for Assistant Directors, the value of this benefit is approximately £3,207 per annum. Currently there are no bonuses, fees or allowances routinely payable to the post holders. The post holders will be eligible to join the Local Government Pension Scheme.

4. POLICY IMPLICATIONS

- 4.1 As stated above the Council is required to publish a Pay Policy Statement for Chief Officers every financial year. The Statement sets out the Council’s policy relating to:
- a) Remuneration of its Chief Officers;
 - b) Remuneration of its lowest paid staff;
 - c) The relationship between (a) and (b).

The report is consistent with the Council’s Pay Policy Statement 2013/14. It is also consistent with our desire to recruit, retain and motivate quality staff at all times and particularly staff charged with delivering significant simultaneous changes.

5. FINANCIAL IMPLICATIONS

- 5.1 Within the existing budgets

6. LEGAL IMPLICATIONS

- 6.1 Dealt with in the body of the report.

7. PERSONNEL IMPLICATIONS

- 7.1 Dealt with in the body of the report.

Non-Applicable Sections:	
Background Documents: (Access via Contact Officer)	