

EMPLOYMENT COMMITTEE	AGENDA ITEM No. 6
3 FEBRUARY 2014	PUBLIC REPORT This report contains an exempt Appendix, not for publication by virtue of Paragraph 4 of Schedule 12A of Part 1 of the Local Government Act 1972.

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SENIOR MANAGEMENT RESTRUCTURE: DETERMINATION OF PAY

1. ORIGIN OF REPORT

- 1.1 This report follows the paper submitted to Employment Committee on 11 October 2013 by the Chief Executive regarding the job descriptions for posts which formed part of the senior management restructure. At this meeting Employment Committee agreed the job descriptions and gave permission for recruitment to the newly created posts to proceed.
- 1.2 Following the application of the relevant selection processes in accordance with Council policy, appointments were made to the posts of Executive Director Adult Social Care and Health and Wellbeing, Director for Communities, Director of Growth and Regeneration, Director of Governance and Head of Corporate Property and Children's Resources.
- 1.3 At the time of the senior management restructure, it was identified that the current pay scale for senior managers was out-of-date and needed to be reviewed. A paper was submitted to Employment Committee on 11 October 2013 recommending a review of the senior manager pay scale and Employment Committee gave permission for consultation on a revised pay scale to commence with senior managers.
- 1.4 Whilst consultation on the proposed senior manager pay scale was ongoing, no decision could be made regarding the remuneration of posts appointed to as part of the senior management restructure.
- 1.5 Now that consultation on the proposed pay scale has closed and Employment Committee has reached a decision regarding the implementation of the pay scale (under Agenda Item No. 5), Employment Committee is requested to determine the salaries for those posts, which were revised / newly created as part of the senior management restructure. The attached exempt report contains the information required by Employment Committee to determine salaries for these posts.

2. REASONS FOR EXEMPTION

- 2.1 The attached report is NOT FOR PUBLICATION in accordance with paragraph 4 of Schedule 12A of Part 1 of the Local Government Act 1972 in that it contains information relating to contemplated consultations or negotiations in connection with a labour relations matter arising between the authority and employees or office holders of the authority. The public interest test has been applied to the information contained within the exempt report and it is considered that the need to retain the information as exempt outweighs the public interest in disclosing it.

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