

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11 September 2014	PUBLIC REPORT This report contains an exempt Annex, not for publication, by virtue of Paragraph 4 of Schedule 12A of Part 1 of the Local Government Act 1972.

Contact Officer(s):	Simon Machen, Director of Growth & Regeneration	Tel. (01733) 453475
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APPOINTMENT TO THE POSTS OF HEAD OF SERVICE FOR SUSTAINABLE GROWTH STRATEGY; HEAD OF SERVICE FOR PETERBOROUGH HIGHWAY SERVICES AND HEAD OF SERVICE FOR DEVELOPMENT AND CONSTRUCTION

1. ORIGIN OF REPORT

1.1 This report follows the papers submitted by the Director for Growth & Regeneration to Employment Committee, regarding the restructure proposals for the Growth & Regeneration directorate which affected Deputy Chief Officer posts and the job descriptions for the posts.

1.2 Employment Committee is now requested to formally appoint:

Richard Kay to the Head of Service of Sustainable Growth & Strategy
 Andy Tatt to Head of Service of Peterborough Highway Service
 Nick Harding to Head of Service of Development and Construction

and to determine the applicable salary for these post. The exempt annex to this report contains the information required by Employment Committee to formally agree the appointment and to determine the salary.

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2.1 The attached report is NOT FOR PUBLICATION in accordance with paragraph 4 of Schedule 12A of Part 1 of the Local Government Act 1972 in that it contains information relating to contemplated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.

3. ANNEXES

- Annex 1: Senior Management Pay Scale
- Annex 2: Job Evaluation Data for the Head of Service posts within Growth & Regeneration

ANNEX 1: SENIOR MANAGEMENT PAY SCALE

PAY BAND	POINT RANGE (HAY)	MEDIAN + 10 %	50th PERCENTILE (MEDIAN)	MEDIAN -10 %
Pay Band 1	1801 - 2140	£187,000	£170,000	£153,000
Pay Band 2	1508 - 1800	£155,240	£141,127	£127,014
Pay Band 3	1261 - 1507	£126,880	£115,345	£103,811
Pay Band 4	1056 - 1260	£104,500	£95,000	£85,500
Pay Band 5	880 - 1055	£90,135	£81,941	£73,747
Pay Band 6	735 - 879	£77,237	£70,215	£63,194
Pay Band 7	614 - 734	£65,137	£59,215	£53,294

ANNEX 2: JOB EVALUATION DATA

HEADS OF SERVICE FOR GROWTH & REGENERATION

POST TITLE	HAY POINT SCORE	PAY BAND	MEDIAN + 10 %	50 th PERCENTILE (MEDIAN)	MEDIAN -10 %
Head of Service for Sustainable Growth and Delivery	702	Pay Band 7	£65,137	£59,215	£53,294
Head of Service for Development and Construction	702	Pay Band 7	£65,137	£59,215	£53,294
Head of Service for Peterborough Highway Services	732	Pay Band 7	£65,137	£59,215	£53,294

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