

Committee: Full Council

Date: 21st April 2021

Agenda item:

Wards: All

Subject: Chief Officer Recruitment - **Addendum**

Lead officer: Ged Curran, Chief Executive

Lead member: Councillor Mark Allison, Leader of the Council and Chair of the Appointments Committee

Contact officer: Liz Hammond, Head of HR

Recommendations:

- A To note that the successful executive search agent for the Assistant Director, Education & Early Help has advised that the salary range of £96,840 to £101,193 per annum is on the low side in order to attract good quality candidates to the role.
 - B To approve a market supplement of up to £15,000 per annum if needed to secure an exceptional candidate during the recruitment process for the Assistant Director, Education & Early Help.
 - C To note and approve the recruitment salary package of £96,840 to £101,193 per annum for the post of Assistant Director, Social Care as required by the Council's pay policy statement.
 - D To note and approve the potential requirement for a market supplement of up to £15,000 per annum if needed to secure an exceptional candidate during the recruitment process for the Assistant Director, Social Care & Youth Inclusion.
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1. Purpose of report and executive summary

- 1.1 The Council's pay policy statement requires that remuneration packages over £100k have approval of full council. This report seeks authority to recruit to two important posts at levels above that amount.

2. Details

Assistant Director, Education and Early Help

- 2.1 Proposals have now been received from executive search agents on the LGRP framework to undertake the recruitment to the post of Assistant Director, Education and Early Help on a permanent basis.
- 2.2 Feedback from the executive search agents provided some salary benchmarking which has indicated that a market supplement allowance of up to £15,000 per annum may be required to attract and secure an exceptional candidate.
- 2.3 In comparison, other London Boroughs offer salary ranges of between £100,086 and £119,646 per annum.

2.4 Salary benchmarking can be seen in the following table:-

Borough	Role	Salary
Croydon	Director of Early Help	£119,646
Havering	Assistant Director Social Care (includes Early Help)	£103,605 - £112,325
Lewisham	Director of Families (includes Early Help)	£100,086 - £105,492
Tower Hamlets	Director of Education	Up to £109,600
Wandsworth	Similar level to role	£125,000
Kingston & Richmond	Similar level to role	£105,000

2.5 It may not be necessary to offer a market supplement and of course this won't be done if a successful candidate can be sourced without it.

Assistant Director, Social Care & Youth Inclusion

- 2.6 The post of Assistant Director, Social Care & Youth Inclusion will become vacant following the current postholder tendering their resignation.
- 2.7 The Director of Children, Schools & Families intends to recruit to this role on a permanent basis as soon as possible.
- 2.8 The role is graded Management grade 5, for which the current salary ranges from spinal column point (scp) 16 with an annual salary of £96,840 to scp 17 with an annual salary of £101,193.
- 2.9 As the upper salary point is now in excess of £100k, approval is sought to enable the flexibility to offer the upper salary point if an exceptional candidate is found during the recruitment process.
- 2.10 If recommended by the chosen Executive Search Agent, flexibility is sought to be able to include a market supplement of up to £15,000 per annum if needed to secure an exceptional candidate during the recruitment process. We will endeavour to recruit to the post without the market supplement if possible.
- 2.11 The required approvals are in line with the requirements of the Council's pay policy statement.

3. Alternative options

Assistant Director, Education & Early Help

- 3.1 To continue with the recruitment process with the basic salary range on the understanding that we may not be able to secure an appointment.

Assistant Director, Social Care & Youth Inclusion

- 3.2 The Director of Children Schools & Families is a statutory officer and the Council has a duty to appoint to this post; therefore, there is no alternative option other than to recruit a replacement.

4. Consultation undertaken or proposed

- 4.1 Both appointments of the Assistant Director, Education and Early Help and Assistant Director, Social Care & Youth Inclusion are officer appointments.

5. Timetable

- 5.1 Recruitment to both posts of Assistant Director, Education and Early Help and Assistant Director, Social Care & Youth Inclusion will commence once approval to the salary package is received.

6. Financial, Resource and Property Implications

- 6.1 There is provision in the Children, Schools & Families budget to recruit to the Assistant Director, Education and Early Help and Assistant Director, Social Care & Youth Inclusion roles at the salary set out in this report.
- 6.2 The executive search agent's fees are to be agreed, once the supplier has been decided. Additional costs will be for advertising, technical assessor fee and psychometric assessment costs, which will be dependent on the number of shortlisted candidates and assessments will be used. These costs will be paid from CSF budgets.

7. Legal and statutory implications

- 7.1 The Council's pay policy statement requires that recruitment packages over £100k have approval of full council.

8. Human rights, equalities and community cohesion implications

- 8.1 The contents of this report are designed to ensure that the Council's processes are human rights and equalities compliant.

It is unlawful to discriminate on grounds of gender, race, disability, age, religion and belief and sexual orientation. This refers to both direct and indirect discrimination. In effect the process has to be evaluated against three tests (1) intention (2) method (3) effect. Where there is an **intention** to discriminate on any of the prohibited grounds, this would be unlawful. Where there is no such intention but the recruitment **methods** used are discriminatory, then the outcome may be open to challenge. Where the intention and method are sound but the **effect** is shown to have disproportionate effect on a particular category of applicant then the outcome may be open to challenge.

9. Crime and Disorder Implications

- 9.1 None

10. Risk management and health and safety implications

- 10.1 None

11. Appendices – the following documents are to be published with this report and form part of the report

- 11.1 None

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