

| | |
|---|--|
| Council | DATE 22 nd May 2024 |
| REPORT/DECISION TITLE Appointment of Chief Officers | WARD(S) All |
| CHIEF OFFICER Polly Cziok, Executive Director for Innovation and Change | CABINET/LEAD MEMBER Councillor Billy Christie, Cabinet Member for Finance and Corporate Services |
| DECISION CLASSIFICATION Non-exempt report | IS THE FINAL DECISION ON THE RECOMMENDATIONS IN THIS REPORT TO BE MADE AT THIS MEETING? Yes |

1 Recommendations:

- A. That Full Council approves the recommendations from the Appointments Committee that the salary packages for the roles listed in section 4 below should be agreed in accordance with the Council’s Pay Policy Statement

2 Purpose of Report and Executive Summary

- 2.1 In March, Full Council approved the salary packages for a number of key senior roles to be advertised in two tranches. This was part of the Council’s drive to attract stable and permanent senior leadership across the organisation, where previously there had been a number of high-cost interims and fixed term appointments. All of these roles have now been advertised, with a number of key appointments having been made, subject to pre-employment checks and relevant Member approvals.
- 2.2 The employment market has responded well to Merton’s senior recruitment drive, with high calibre candidates applying for all roles, and feedback from candidates and from our recruitment partner that there is a sense of excitement about Merton as an employer, recognition that the Council is changing, and a desire for candidates to be part of that change.
- 2.3 As well as undertaking external recruitment, Executive Directors are starting to review existing staffing structures and undergo departmental restructures where appropriate. The Executive Director for Environment, Civic Pride, and Climate is undertaking a management review, and wishes to delete the existing role of Head of Libraries and Culture, and replace it with a new role of Director of Culture, Libraries, and Sport. This new role would be an internal assimilation in line with the Council’s current reorganisation policies, but above the salary threshold for Full Council approval, hence its inclusion in this report.

- 2.4 The role will bring together the leadership of the Council's highly successful and well-regarded libraries and cultural services, with the management of our leisure contract, and the team delivering our Borough of Sport aspirations.
- 2.5 This management review will also delete the role of Head of the Regulatory Services Partnership, which oversees the shared service across Merton, Richmond and Wandsworth. The postholder will be entitled to assimilation into the existing Director of Public Protection role which is vacant. Assimilation for this postholder will mean an existing market supplement on the salary for the old role will be integrated into the salary for the new role.
- 2.6 In addition to this, the Executive Director for Housing and Sustainable Development has tendered her resignation, and a recruitment process will commence for her replacement. The Chief Executive has put in place robust interim management arrangements to cover this period.
- 2.7 A recruitment process for this role will commence alongside those identified in the last report to this Committee as part of the second phase of the Council's ongoing senior recruitment.

3 Links to the Merton Priorities (Borough of Sport/Civic Pride/Sustainable Futures)

- 3.1 This report relates to the Council's Strategic priorities as follows:
- 3.2 Permanent recruitment to these senior roles is vital to the delivery of the Council's strategic objectives.

4 Roles for Permanent Recruitment

- 4.1 To agree to a salary range of £101,262 - £108,790 for the Director of Culture, Sport and Libraries
- 4.2 To agree to a salary range of £101,262 - £108,790 for the Director of Public Protection
- 4.3 To agree a salary range of £134,690 - £154,539 for the Executive Director for Housing and Sustainable Development

5 Available Options & Preferred Option

- 5.1 The Executive Director for Environment, Civic Pride and Climate considered a number of management configuration options and considered this to be the best in terms of boosting strategic capacity and building on existing strengths within the directorate.

Preferred Option:

- 5.2 As outlined in this report.

6 Reasons for Recommendations

- 6.1 As outlined in this report.

7 Consultation Results

7.1 Not applicable.

8 Next Steps & Timetable: Communication and Implementation of the Decision

8.1 The appointments will be communicated internally and externally as appropriate.

9 Report Appendices

9.1 None.

10 Background Papers

None.

11 Cross-Cutting Issues and Implications and Sign-Off

| Issue | Implications | Sign-off |
|---|--|---|
| Legal including Human Rights Act | <p>Section 38 (1) of the Localism Act 2011 requires the Council to prepare a Pay Policy Statement for each financial year. It must be approved by a resolution of the Council before it comes into force, it must be prepared and approved before 31 March, and it must be published in such a manner as the Council thinks fit (which must include publication on the website). The most recent Pay Policy was approved by Full Council on 6 March 2024.</p> <p>The Statement must include the Authority's policies relating to: (a) the level and elements of remuneration for each chief officer, (b) remuneration of chief officers on recruitment, (c) increases and additions to remuneration for each chief officer, (d) the use of performance-related pay for chief officers, (e) the use of bonuses for chief officers, (f) the approach to the payment of chief officers on their ceasing to hold office under or to be employed by the authority, and (g) the publication of and access to information relating to remuneration of chief officers.</p> | John Scarborough, Monitoring Officer, 14 May 2024 |

| Issue | Implications | Sign-off |
|------------------------------------|--|---|
| | <p>Section 40 of the Localism Act includes provision for the Secretary of State to issue guidance on the content and application of pay policy statements. Councils must have regard to this guidance in the exercise of their functions under the pay policy provisions. Initial Guidance under section 40 has been published and this was supplemented by further Guidance in February 2013. The Guidance is statutory guidance, and although it is not law, it is not mere advice, and the Council must consider it carefully and have cogent reasons if it wishes to depart from it. Failure to do so may result in any decision being challenged.</p> <p>The Guidance advises that Full Council should be given the opportunity to vote before salary packages of £100,000 or more are offered in respect of a new appointment. This is consistent with the Council's pay policy statement which states that the approval of Full Council is required prior to any offer of employment being made where the proposed salary exceeds £100,000.</p> | |
| Finance and other resources | Salaries for these roles are contained within existing budgets for 24/25. Permanent recruitment will allow the Council to maintain stable leadership and to avoid ongoing reliance on agency staff and short-term management arrangements. | Roger Kershaw Director of Finance 14/5/24 |
| Equalities | The contents of this report are designed to ensure that the Council's processes are human rights and equalities compliant, in particular in relation to compliance with the Public Sector Equality Duty. Grading of posts is based on the principles of equal value as | Polly Cziok Executive Director Innovation and Change 14 May 2024 |

| Issue | Implications | Sign-off |
|--|--|---|
| | determined by use of objective job evaluation schemes. | |
| Climate change | The decisions recommended in this paper have a remote or low impact on Merton's Climate Strategy & Action Plan adopted by full Council on 18th November 2020 | Polly Cziok Executive Director Innovation and Change 14 May 2024 |
| Executive Director | <i>Clearance/Approval of Report</i> | <i>Polly Cziok 13/5/2024</i> |
| Cabinet Member/s | <i>Clearance/Approval of Report</i> | <i>Cllr Billy Christie 14/5/2024</i> |
| REPORT AUTHOR: Polly Cziok, Executive Director Innovation & Change Email polly.cziok@merton.gov.uk | | |

This page is intentionally left blank