



REPORT MARKED 'TO FOLLOW'

Council

Wednesday, 16 December 2015

The following report was marked 'to follow' as it was dependent upon the outcome of a meeting held after publication of the agenda. It is now enclosed, as follows:

Agenda Item Number	Page	Title
9	1 - 3	CHIEF EXECUTIVE RECRUITMENT - REMUNERATION

COUNCIL**Chief Executive Recruitment - Remuneration
16th December 2015****Report of Chief Executive Recruitment Committee****PURPOSE OF REPORT**

To enable Council to consider the Committee's recommendation with regard to the salary to be paid to the new Chief Executive.

This report is public

RECOMMENDATIONS

- (1) That the annual salary for the post of Chief Executive be £107,000, exclusive of Returning Officer fees.**

1.0 Introduction

1.1 At its meeting on the 21st October 2015, Council resolved to establish an ad hoc Committee of twenty members, with delegated authority to undertake all practical arrangements for the recruitment of a Chief Executive, but requested the Committee to make a recommendation to Council on the salary of the new Chief Executive.

1.2 The Chief Executive Recruitment Committee met on the 8th December 2015 to consider its recommendation on salary, and received advice from Mr Keith Power, Director of Workforce and Employment at North West Employers.

2.0 Proposal Details

2.1 In considering the appropriate remuneration for the new Chief Executive, the Committee referred to a list of salaries paid by other local authorities in Lancashire and Cumbria, and this is attached at Appendix 1 to this report. It was reported that some of these councils had outsourced many of their services and had reduced staffing levels, and it was therefore difficult to make comparisons. It was reported also that the main two options for remuneration tended to be a spot salary or a pay grade.

2.2 Having considered these options, the Committee resolved to recommend to Council that the annual salary for the post of Chief Executive should be £107,000. The Committee recommended that this salary should be exclusive of Returning Officer fees which should continue to be paid separately to reflect the personal responsibility attached to the role.

3.0 Conclusion

3.1 Council is asked to accept the Committee's resolution.

CONCLUSION OF IMPACT ASSESSMENT (including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)	
None directly arising from this report.	
LEGAL IMPLICATIONS	
There are no direct legal implications arising from this report.	
FINANCIAL IMPLICATIONS	
The recommended salary is the same as the current salary, and is therefore in accordance with the budgetary provision.	
OTHER RESOURCE IMPLICATIONS	
Human Resources: If approved the proposed salary and arrangements for the payment of Returning Officer fees will form part of the Recruitment Information Pack, Job Advertisement and ultimately the conditions of service for the new Chief Executive. Any arrangements for Chief Executive remuneration that are now approved, will apply to the new Chief Executive and form part of the Council's 2016/17 Pay Policy, which will be presented to Full Council for formal approval before 31 March 2016.	
Information Services: None	
Property: None	
Open Spaces: None	
DEPUTY SECTION 151 OFFICER'S COMMENTS	
The Deputy Section 151 Officer has been consulted and has no further comments.	
MONITORING OFFICER'S COMMENTS	
The recommended salary is in accordance with the Council's current Pay Policy.	
BACKGROUND PAPERS	Contact Officer: Mrs S Taylor Telephone: 01524 582025 E-mail: STaylor@lancaster.gov.uk Ref:
None	

Summary of Chief Executive Pay Rates (North West)

Job Title	Organisation Name	Min Salary	Max Salary
Chief Executive / Head of Paid Services	Hyndburn Borough Council	-	£110,000
Chief Executive / Head of Paid Services	Preston City Council	£100,143	£111,270
Chief Executive / Head of Paid Services	Copeland Borough Council		£110,000
Chief Executive / Head of Paid Services	Lancaster City Council		£107,060
City Director / Head of Paid Services	South Ribble Borough Council		£104,985
Chief Executive / Head of Paid Services	Chorley Council		£106,000
Chief Executive / Head of Paid Services	Burnley Borough Council		£105,000
Chief Executive / Head of Paid Services	South Lakeland District Council	£96,600	£109,999
Chief Executive / Head of Paid Services	Carlisle City Council	£98,559	£104,462
Chief Executive / Head of Paid Services	Allerdale Borough Council		£100,000
Chief Executive / Head of Paid Services	Wyre Council **	£95,000	£100,000
Chief Executive / Head of Paid Services	Rossendale Borough Council		£ 97,276
Chief Executive / Head of Paid Services	Barrow Borough Council		£ 93,840
Chief Executive / Head of Paid Services	Fylde Borough Council	£83,934	£ 93,699
Strategic Director	Pendle Borough Council		£ 91,980
Chief Executive/ Head of Paid Service	Eden District Council		£ 90,000
Managing Director / Head of Paid Services	West Lancashire Borough Council*		£ 89,434

* West Lancashire Borough Council = One post of Acting Chief Executive from 1 February 2016 (Interim Structure)

** Wyre Council WEF 1 July 2016 Chief Executive Pay Band £95,000 to £100,000.