

**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	