

LONDON BOROUGH OF BRENT

Amendments to Report to General Purposes Committee 10th August 2005 Senior Staff – Review of Hay Grades

amend paragraph 2.2 to read “that members re-affirm their commitment to paying upper quartile salaries and adopt the new 5 point broadband scale as set out in the Appendix to this report.”

insert new paragraph 2.5:

the procedures relating to appointment to the Hay grades, progression through the grades and accelerated increments, as detailed in paragraph 3.10.1 to 3.10.4, subject, where relevant, to the changes to the Constitution detailed in the Legal Implications section of this report being agreed by Full Council.

and **renumber** existing paragraphs 2.5, 2.6 and 2.7, to 2.6, 2.7 and 2.8.

insert new 3.10.1:

3.10.1 The current procedures surrounding appointment to and progression within the Hay grades are complicated and the following revised procedures are recommended for your approval:

insert 3.10.2:

3.10.2 *New Appointments to Hay Grades*

Approval must be sought from the Chief Executive or Director of HR and Diversity before the creation of a new Hay-graded post. All new appointments will enter on the minimum of the scale. Discretion to appoint above the minimum will rest with the Chief Executive or Director of HR and Diversity, except that, in the case of the Director of HR and Diversity only, the Chief Executive can give approval, and in the case of the Chief Executive the decision will rest with the Senior Appointments Sub-Committee.

and **renumber** existing 3.10.2 as 3.10.3

insert 3.10.4:

3.10.4 *Accelerated Increments*

This is an issue on which further discussion is required and which may necessitate further proposals being placed before the Constitutional Monitoring Group and Full Council.

and **renumber** existing 3.10.3 as 3.10.5 and existing 3.10.4 and 3.10.5 as 3.10.6 and 3.10.7.

insert paragraphs 5.2 and 5.3:

- 5.2 As the Chief Executive is the Council's most senior officer, and under the Council's Constitution no individual member can make decisions on behalf of the Council, decisions concerning the point on the scale at which any future Chief Executive is appointed will need to be made by full council when it is confirming an appointment recommended by the Senior Appointments Sub-Committee, as it is required by the mandatory standing order in the Constitution to do.
- 5.3 Should further discussions necessitate changes to the Constitution these will be put to full council when the Constitution is next revised.

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