

	<p style="text-align: center;">General Purposes Committee Thursday, 17th July 2008</p> <p style="text-align: center;">Report from the Chief Executive</p>
<p>For Action Wards Affected: None</p> <p>Service improvement – grading of proposed new senior manager posts</p>	

1 SUMMARY

- 1.1 This report sets out proposals to create three new posts at the senior management level arising out of a number of necessary structural changes which are designed to promote improvements in service delivery, value-for-money and delivery of the Council's key priorities. Further details on the rationale for the re-structuring and proposed new posts are contained in the attached report to the Executive meeting on 14th July 2008. The decisions taken at the Executive meeting on the recommendations in that report will be verbally reported to the General Purpose Committee.

2 RECOMMENDATIONS

2.1 The Committee is requested:

- (1) To note the creation of the three new posts of:
 - Director of Service Improvement, a CMT level post;
 - Head of Human Resources at Assistant/Deputy Director level; and
 - Civic Centre Programme Director at Assistant/Deputy Director level.
 All posts to be located within the new Service Improvement Directorate.
- (2) To approve the grading of these posts as follows:
 - Director of Service Improvement – Hay Grade 2 (£116,049 - £137,148)
 - Head of Human Resources – Hay Grade 3 (£89,673 - £105,498)

- Civic Centre Programme Director – Hay Grade 3 (£89,673 - £105,498)
- (3) To agree that the terms and conditions for these jobs will be those currently applicable to other senior managers on Hay grades.

3 DETAILS

- 3.1 The Chief Executive in his report to the Executive meeting on 14th July makes proposals for the establishment of a Service Improvement Directorate to be responsible for Human Resources, Information and Communications Technology, Customer Services and the Civic Centre project. The rationale for this proposal is detailed in that report attached as Appendix A.
- 3.2 The consequential impact of these proposals will be:
- the deletion of the current posts of Director of Human Resources and Diversity and Deputy Director of Human Resources and Diversity, subject to consultation with the affected post-holders, and
 - the creation of the three new posts listed in the paragraph 2.1(1) above.
- 3.3 In accordance with the Constitution the terms and conditions and the grading structure of the proposed new posts will need to be agreed by the General Purposes Committee.
- 3.4 The Council has previously agreed, through a decision of this Committee, that the pay of senior managers will be determined in accordance with the Hay Job Evaluation Scheme and associated Brent pay scales [a copy of these pay scales is attached as Appendix B]. The draft job descriptions have been evaluated using the Hay scheme and have produced the grades set out in 2.1(2) above. The terms and conditions for these posts would be those applicable to senior managers of the Council on Hay grades.

4 FINANCIAL IMPLICATIONS

- 4.1 The detailed financial implications of the deletion/creation of these posts, and the resulting proposed gradings, are set out in section 4 of the report to the Executive meeting on 14th July. As will be seen, overall funding for these posts is already agreed within the 2008/09 revenue budget and future years. Therefore no additional resources are required to implement the recommendations in this report

5 LEGAL IMPLICATIONS

- 5.1 The detailed legal implications of the deletion/creation of these posts are set out in section 5 of the report to the Executive meeting. The Council's Constitution requires that the terms and conditions and the grading structure of the proposed new posts are agreed by the General Purposes Committee. The Council's policy to apply the Hay scheme to determine the grades ensures that pay outcomes for senior managers are fair and consistent with equal pay legislation.

6 STAFFING IMPLICATIONS

- 6.1 The detailed staffing implications are set out section 3.12 - 3.16 of the report to the Executive.

7 DIVERSITY IMPLICATIONS

- 7.1 An initial impact assessment has been undertaken and at this stage has identified the deletion of two posts which involve a white female and a black female. The final impact assessment will be completed in September when the full impact of the restructuring proposals will be known.

8 BACKGROUND INFORMATION

- 8.1 Chief Executive's report to the Executive meeting, 14th July 2008 (Appendix A)
8.2 Brent Senior Manager pay scales (Appendix B).

Contact Officer(s) details

Val Jones

Director of Human Resources and Diversity

Brent Senior Manager Pay Scales

Grade	Salary Range		Grade	Salary Range		Grade	Salary Range	
1	N79	168798	2	N74	116049	3	N69	89673
	N80	174072		N75	121323		N70	93630
	N81	179346		N76	126597		N71	97587
	N82	184623		N77	131874		N72	101541
	N83	189897		N78	137148		N73	105498
4	N64	68574	5	N59	58023	6	N54	51168
	N65	72531		N60	60531		N55	52749
	N66	76485		N61	63036		N56	54330
	N67	80442		N62	65541		N57	55914
	N68	84399		N63	68046		N58	57498