



**General Purposes Committee**  
7<sup>th</sup> March 2022

**Head of Paid Service**

**Proposal to Amend Pay Scales**

<b>Wards Affected:</b>	N/A
<b>Key or Non-Key Decision:</b>	N/A
<b>Open or Part/Fully Exempt:</b> (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Open
<b>No. of Appendices:</b>	None
<b>Background Papers:</b>	None
<b>Contact Officer(s):</b> (Name, Title, Contact Details)	Martin Williams Head of Human Resources Martin.Williams@Brent.Gov.UK

## 1.0 Purpose of the Report

- 1.1 To provide General Purposes Committee with a proposal to amend Hay pay scales that relate to members of Corporate Management Team (CMT) to take account of pay drift in London Local Authorities and to address anomalies in relation CMT pay.

## 2.0 Recommendations

- 2.1 The Committee is asked to consider, and if satisfied, agree to the amendments to Hay pay scales set out in paragraph 3.8.

## 3.0 Detail

- 3.1 The Council established its present pay structure in 2007. In doing so, it decided that it would adopt the Hay Job Evaluation scheme to grade the most senior posts in the organisation. This is an approach that is used by the majority of Councils as it is a scheme which provides a range of nuanced factors which are not available in the Greater London Provincial Council (GLPC) scheme.

- 3.2 Over the intervening period the Hay pay scales have been revised on an ‘ad hoc’ basis to address particular remuneration issues when they arose and this has left a number of anomalies which it is now timely to address.
- 3.3 The Hay scheme uses a number of factors to establish a score for each post and this is then translated to a particular pay band. Individuals who undertake Hay job evaluations are required to have been trained in the operation of the scheme. Posts that are members of CMT do not all have the same score as the scope and scale of the posts (described as dimensions in the Hay scheme) differ greatly.
- 3.4 Membership of CMT carries with it responsibilities beyond that of other Council employees. Not only in terms of the collective responsibility of decision making but in some cases exercising statutory responsibility on behalf of the Council. Three post holders who are members CMT are currently graded at the same level as Operational Directors.

The grades for CMT posts are set out in the table below:

Post Title	Grade
Chief Executive	Hay 1
Strategic Director CWB	Hay 2
Strategic Director CYP	Hay 2
Strategic Director R&E	Hay 2
Strategic Director CDS	Hay 2
Assistant Chief Executive	Hay 3a
Director of Finance	Hay 3a
Director of LHRAI	Hay 3a

The current pay scales taking into account the recent national pay award are set out below:

Hay 1	Salary
80	£195,117
81	£203,756
82	£211,586

Hay 2	Salary
76	£142,011
77	£148,183
78	£154,360
79	£160,533

Hay 3a	Salary
74	£135,047

- 3.5 The Council’s current pay scales for CMT members have been in place since 2014 and the level of salary attached to the incremental points have only increased by way of the national pay awards.

3.6 The Council has recently undertaken a procurement exercise to appoint Recruitment Consultants to carry out senior recruitment on behalf of the Council. The level of remuneration for senior posts in local government across London was one of the matters that was discussed during this process to establish if Brent's salaries were appropriately positioned. The evidential base looking at the most recent senior recruitment is that Brent is now an upper middle range payer in respect of senior salaries. With similar sized Councils advertising Chief Executive roles at up to £220,000 (and sometimes more) and the larger Strategic Director roles at circa £165,000+.

### **Proposal**

- 3.7 In order to take account of the issues set out above work has taken place to seek to realign the pay scales for CMT member to take account of the scale of the roles and also to have a clear delineation between those senior posts who are members of CMT and those who are not.
- 3.8 The very nature of these changes will mean there is an uplift in the value of spinal column points and this will address the issue of senior remuneration mentioned in paragraph 3.6 above.

The proposed revised salary scales are set out below:

Hay 1	Salary
82	£203,775
83	£211,585
84	£219,390

Hay 2	Salary
76	£142,011
77	£148,274
78	£154,450

Hay 2a	Salary
79	£160,532
80	£166,622
81	£172,753

- 3.9 If Members are minded to agree to these proposed changes then they would be implemented as part of a wider review of the CMT operational responsibilities that will take place later in 2022.

### **4.0 Financial Implications**

- 4.1 The proposal would increase the overall cost of salaries within the current makeup of CMT by a minimum of £22k. However, this proposal would be implemented in conjunction with the wider review of the CMT operational responsibilities in 2022, which will ensure that the overall budget is not

exceeded and more likely accrue a saving which will form a part of the council's budget proposals for 2023/24.

## **5.0 Legal Implications**

5.1 Under section 112 of the Local Government Act 1972 officers must be appointed on such reasonable terms and conditions as the Council thinks fit. In deciding what remuneration it is appropriate to pay to staff members must take into account relevant considerations. The recommendations in this report are based on an investigation into comparative salaries elsewhere and other relevant issues as described in this report.

5.2 It is proposed that the new pay scales be implemented at the time of the wider review of CMT operation responsibilities planned to take place in 2022. The review and the implementation of the new pay scales will be undertaken in accordance with the council's managing change policy.

## **6.0 Equality Implications**

6.1 Any equality implications in this report will be assessed on an on-going basis using data available.

## **7.0 Consultation with Ward Members and Stakeholders**

7.1 None.

## **8.0 Human Resources/Property Implications (if appropriate)**

8.1 Included in the main body of the report.

**Report sign off:**

**Carolyn Downs**  
Chief Executive