



**General Purposes Committee
4 July 2013**

**Report from Interim
Operational Director, HR**

Wards affected:
ALL

Recruitment and Retention

1.0 Summary

- 1.1 The Council is currently recruiting to a number of vacant senior manager posts in the new structure.
- 1.2 This report outlines the potential difficulty in sourcing a suitable candidate for the Strategic Director, Education, Health & Social Care on the current salary levels and seeks permission to pay an additional supplement if required.

2.0 Recommendations

- 2.1 The Committee is asked to agree to the payment of a market supplement, no greater than £15,000, to the successful candidate for the Strategic Director, Education, Health & Social Care post if an enhancement is required to attract the best possible candidate for this high profile role.

3.0 Detail

- 3.1 The Council has recently implemented a new senior management structure for the Council and has considerably reduced the number of Strategic Director posts as a result. A new post of Strategic Director Education, Health & Social Care has been established as part of this restructuring process.
- 3.2 It is recognised that the portfolio of responsibility attached to this post is significant therefore advice from our external recruitment consultants, Gatenby Sanderson has been that it would be preferable to appoint a post holder with substantial experience including those with existing experience working at Strategic Director level within a relevant field. In order to do that headhunting is targeted towards existing Directors who are currently earning similar pay rates to that which the Council's Strategic Director, Education, Health & Social Care would be paid.
- 3.3 The current salary scale for the post is within a range of £124,296 to £140,508 p.a. Advice is that experienced candidates are seeking a salary of around £155,000.
- 3.4 A review of pay levels for similar posts within London Boroughs has been carried out and a number of boroughs are paying in excess of £140,000 for posts that in many cases have a smaller portfolio.

Barnet	£165,000
Bexley	£149,000
Bromley	£192,000
Greenwich	£150,000
Haringey	£150,000
Lambeth	£152,000
Wandsworth	£162,000

- 3.5 In order to attract the right calibre of applicant to this post it is requested that the Chief Executive has the discretion to pay a market supplement of up to £15,000 only in the event that it is required for this specific post. It is not anticipated that there will be similar recruitment challenges for the other advertised posts.

4.0 Financial Implications

- 4.1 The report is seeking to potentially pay an additional £15,000 to the successful candidate for the Strategic Director, Education, Health & Social Care. This cost can be contained within existing budgets.

5.0 Legal Implications

- 5.1 There is a requirement to provide an objective justifiable reason for paying a salary in excess of the grade for the post. This justification has been provided in the body of the report.

6.0 Diversity Implications

- 6.1 There are no known diversity implications at this time.

7.0 Staffing/Accommodation Implications

Staffing implications are outlined in the body of the report.

Background Papers

Senior Manager restructuring papers

Contact Officer

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