

STOCKTON-ON-TEES BOROUGH COUNCIL

CABINET RECOMMENDATIONS

PROFORMA

Cabinet Meeting22nd May 2008

1. Title of Item/Report

Planning for the Future 3

2. Record of the Decision

Consideration was given to a report that responded to the commitments made by Cabinet over the last 18 months to review the senior management pay, grading and terms and conditions.

The report provided information in relation to the recruitment and retention issues being faced by the Council, re-evaluation of senior jobs, the comparison of current pay to that being paid by other Councils considering size of Council and where possible, complexity of role/size of management structure. The report sought to make permanent the interim responsibilities that Heads of Service had been operating with since the further reduction in the senior management team in 2006 when 3 Heads of Service departed. It also sought an extension of the pay and grading scheme to incorporate all officers currently employed under the NJC Scheme for Local Government Employees. It was noted that the proposals not only completed the final phase of the Job Evaluation/Single Status exercise but also enhanced the Council's approach to succession planning.

RECOMMENDED to Council that:-

1. A revised pay and grading structure for Heads of Service as detailed in the report be approved and that officers be assimilated to the revised structure in accordance with the outcome of the Hay Job Evaluation process.

2. An extension to the agreed pay and grading structure for senior officers falling within National Joint Council terms and conditions of employment for Local Government Employees, who have been evaluated under the Hay Job Evaluation Scheme as detailed in the report, be approved.

3. The revised pay structure for those members of the Corporate Management Team not included in recommendation (1) above be

approved.

4. Delegated authority be given to the Corporate Director of Resources in consultation with the Cabinet Member for Corporate and Social Inclusion and the Director of Law & Democracy, in respect of minor amendments to the terms and conditions of employees employed under Chief Officers Conditions of Service in line with amendments already agreed for other Council employees under the Single Status Agreement.

5. Delegated powers be given to the Corporate Director of Resources in consultation with the Cabinet Member for Corporate and Social Inclusion and the Director of Law and Democracy to determine any amendments to the pay and grading structures in respect of Heads of Service and Senior officers employed under the NJC Conditions of Service following the conclusion of Trades Union consultations.

3. Reasons for the Decision

In October 2006, Cabinet gave approval to an interim restructure of Heads of Service and made a commitment to a further review following the satisfactory completion of a number of significant corporate projects. A further report was subsequently submitted to Cabinet in February 2008, when Cabinet resolved that officers should conduct:

(i) a review of those posts graded at Head of Service level or their equivalent together with senior managers who meet the criteria detailed in the Single Status Agreement

(ii) the submission of a further report to a future meeting of Cabinet, in respect of those Corporate Management Team members not included in recommendation 1 above, in relation to issues of retention and remuneration, be approved

(iii) the need for a further report to consider longer-term solutions to address recruitment and retention difficulties and ways of improving the capacity of the Council be noted.

This report sets out the outcome of that review and of measures to address issues of retention and remuneration in respect of the Corporate Management Team.

4. Alternative Options Considered and Rejected

None

5. Declared (Cabinet Member) Conflicts of Interest

None

6. Details of any Dispensations

Not Applicable

7. Date and Time by which Call In must be executed

Not Applicable

Proper Officer
27 May 2008