
CHIEF OFFICER PAY REVIEW

**Responsible Cabinet Member - Councillor Stephen Harker, Efficiency and Resources
Portfolio**

Responsible Director - Paul Wildsmith, Director of Resources

SUMMARY REPORT

Purpose of the Report

1. To endorse the recommendation of the Human Resource Panel in respect of the Chief Officers' pay review

Summary

2. This report outlines the recommendation of the Human Resource Panel

Recommendation

3. That the following recommendation of the Human Resource Panel be endorsed by the Council :-

That the following recommendations of the independent evaluation in respect of the Chief Officers' pay review be approved :-

- (i) that the existing grading structure remain unchanged; and
- (ii) that the new posts, following the Council-wide re-structure be allocated to the existing grading structure, as highlighted in the independent report.

Reason

4. To enable the pay review to be confirmed.

Paul Wildsmith
Director of Resources

Background Papers

No Background papers were used in the preparation of this report.
Shirley Burton : Extension 2233

S17 Crime and Disorder	There are no issues in relation to Crime and Disorder.
Health and Well Being	There are no issues in relation to Health and Wellbeing.
Carbon Impact	There are no issues in relation to Carbon Impact.
Diversity	There are no issues relating to Diversity which this report needs to address.
Wards Affected	None.
Groups Affected	None.
Budget and Policy Framework	This report does not affect the budget or policy framework.
Key Decision	This is not a key decision.
Urgent Decision	This is not an urgent decision.
One Darlington: Perfectly Placed	This report does not adversely impact on the Strategy.
Efficiency	This report does not have any direct impact on efficiency.

MAIN REPORT

Information and Analysis

5. Members will be aware that Council, at its meeting held on 30th September, 2010, agreed that, on completion of the review of the senior management structure of the Authority, an independent review of remuneration for Chief Officers be undertaken.
6. An independent review was therefore undertaken by the Hay Group and its report (**Appendix 1**) was considered by the Human Resource Panel on 7th November, 2011.
7. Following consideration of the report and a presentation by Mike Dodds from the Hay Group on the processes involved and adopted by them in undertaking the review, the Panel, made the following recommendations to Council :-

That the following recommendations of the independent evaluation in respect of the Chief Officers' pay review be approved :-

- (i) that the existing grading structure remain unchanged; and
 - (ii) that the new posts, following the Council-wide re-structure be allocated to the existing grading structure, as highlighted in the independent report.
8. Mike Dodds from the Hay Group will be in attendance at the Council meeting.

Outcome of Consultation

9. The terms of conditions for Chief Officers is a Council function which can be delegated to a Council Committee such as the Human Resource Panel. As this is a Committee established by Council, Council is required to endorse the recommendation of the Panel.