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**CHIEF OFFICER'S GRADING APPEALS**

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

**Responsible Director – Paul Wildsmith, Director of Resources**

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**Purpose of the Report**

1. Following the senior management restructure agreed by Council in May, a formal appeal was received on a grading decision. This report seeks to approve the response to this appeal in line with the Chief Officer's Appeals Procedure.

**Summary**

2. A total of 8 Chief Officer roles were affected by the senior management restructure in May 2012. The Hay Group, who are the Council's advisors on evaluating Chief Officer roles, undertook an assessment of these posts and advised there was a grading impact on 2 of the posts with no grading impact on the remaining 6.
3. One of these role impacted was the Assistant Director Housing and Building Services which was initially evaluated at AD2 grade.
4. Following the implementation exercise, the Assistant Director Housing and Building Services submitted an Appeal against the recommended grading. Arrangements were therefore made to assess the appeal in line with the Chief Officers Appeals Procedure.
5. The independent assessment recommendation is that the Assistant Director Housing and Building Services grade moves from AD2 to AD1.

**Recommendation**

6. Council agree the Appeal recommendations as set out in paragraph 11 and detailed in Appendix 2.

**Reasons**

7. The recommendation is supported by the following reason:-
  - (a) To comply with the Council's HR policies and procedures and relevant legislation.

**Paul Wildsmith**  
**Director of Resources**

**Background Papers**

Council report – Business Model-changes to structure 31/05/12.

S17 Crime and Disorder	There are no specific implications for Crime and Disorder.
Health and Well Being	There are no specific implications for Health and Well Bring.
Carbon Impact	There are no direct impacts with regard to carbon emissions
Diversity	This decision will not have an impact on diversity
Wards Affected	This decision will not affect any wards
Groups Affected	This decision will not have an impact on any groups.
Budget and Policy Framework	The report does not recommend a change to the budget or Policy Framework.
Key Decision	This is not an Executive Decision
Urgent Decision	This is not an Executive Decision
One Darlington: Perfectly Placed	This decision will not have an impact on the SCS
Efficiency	The initial structure proposals were designed to release significant savings from current budgets

## MAIN REPORT

### Background

8. The Hay Group were invited to re-assess a number of Chief Officer's roles for consistency purposes as part of the changes to senior management structures following the re-aligning of services primarily to accommodate maintaining Place Services in-house. Hay utilised information received in June 2011 as a basis for the re-assessments, together with a detailed summary of the proposed changes to deliver an in-house provision for strategic options for Place services.
9. A total of 8 Chief Officer roles were affected by the proposed changes and re-alignment of services. A copy of the Chief Officer Management structure is attached at **Appendix 1** for information.
10. The Hay feedback report recommended that 6 of the proposed Chief Officer roles affected by the changes had no impact on their current grade, however 2 Chief Officer roles resulted in a change.
11. The posts affected by grade changes were both new posts, the Assistant Director Adult Social Care with a recommended grade of AD2 and the Assistant Director Housing and Building Services again with a grading of AD2. The grades were presented to Cabinet and Council in May 2012 and were approved for implementation.

### Information

12. Following the implementation exercise, the Assistant Director Housing and Building Services submitted an Appeal against the recommended grading. Arrangements were therefore made to assess the Appeal in line with the Chief Officers Appeals Procedure. This involved a re-assessment of the facts of the role against the Hay evaluation criteria by a second independent Hay Analyst along with discussions held with the post holder and their Director.
13. The outcome of the appeal has resulted in Hays recommending the grade for the Assistant Director Housing and Building Services be increased from AD2 to AD1.
14. This decision and recommendation acknowledges that the breadth of the new role had not been initially appreciated in terms of the commercial expectations associated with building services, the changing complexity of Council tax and the national Housing agenda.
15. A copy of the Hay Appeal recommendations are attached at **Appendix 2**.

### Impact and Assessment

16. The post holder has been informed of the initial recommendations from Hay and that the decision is subject to Council approval.
17. If approved the financial implication of the Appeal recommendations result a maximum increase in salary of £10,000 being the difference between the top of AD2 and top of AD1 and the subsequent reduction in anticipated savings against the Place Based restructure.