
Meeting	Remuneration Committee
Date	1 August 2013
Subject	Senior Salary: Service Director for Education & Skills
Report of Summary	Head of Paid Service To approve the salary for the senior post of Service Director for Education & Skills established as a result of the new organisational structure for the leadership and delivery of Children's Services.

Officer Contributors	Steve James, Human Resources Consultant Chidilim Agada – Business Governance Officer
Status (public or exempt)	Public
Wards Affected	Not applicable
Key Decision	Not applicable
Reason for urgency / exemption from call-in	Not applicable
Function of	Council
Enclosures	None
Contact for Further Information:	Steve James, Human Resources Consultant; steve.james@barnet.gov.uk

1. RECOMMENDATION

- 1.1 That the Committee approves the salary band for the post of Service Director for Education and Skills, in line with the agreed restructure of the service and the pay and grading structure agreed for senior posts within the Council.**
- 1.2 That the decision taken by the Committee be reported back to Council.**

2. RELEVANT PREVIOUS DECISIONS

- 2.1 General Functions Committee Decision 29 January 2013 (Senior Officers and Council Structures for Children's Services) – the Committee authorised the Head of Paid Service to implement the new organisational structure as set out in the report and to appoint to all the new posts.
- 2.2 Remuneration Committee Decision 28 June 2012 – item 7 (Senior Posts Reward Structure) – the Committee agreed (3) that salaries for the nine posts which will form part of the Council's senior management structure and which attract salaries in excess of £100,000.
- 2.3 General Functions Committee Decision 28 June 2012 – item 8 (Contracts and Terms and Conditions for Senior Posts which form part of the Council Re-organisation) – the Committee agreed that the proposed new employment contracts and Terms and Conditions of Employment for those senior posts which are part of the Council re-organisation be agreed.
- 2.3 Remuneration Committee Decision 9 May 2012 – item 7 (Senior Posts and Council Re-organisation) – the Committee noted the Reward Strategy for Senior Posts affected by the Council's reorganisation and as agreed at General Functions Committee on 23 April 2011.
- 2.4 Council Decision 16 April 2013 – Item 21 (Pay Policy Statement 2013/14) –delegated the function of approving salaries and severance packages of £100,000 or more to Remuneration Committee.

3. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 3.1.1 During 2012 the Council embarked on a transformation programme to transform the way the organisation was structured away from traditional directorates/departments to an organisation that:
 - Has the customer at the centre of the council's business and the structure was formed around this principle to facilitate the use of customer insight;
 - Seeks further reductions in the management overhead of the organisation;
 - Is able to place the needs of residents at the centre of the Council's business;
 - Has the right leadership capacity to respond to fluid situation for the delivery of public services; and
 - Builds the capability to better manage the Council's relationships with both public sector partners and the increasingly wide range of contractors that the Council is in partnership with.

- 3.2 The proposals included in the restructure of Children's Services are an integral part of this transformation of both service delivery and organisational design.

4. RISK MANAGEMENT ISSUES

- 4.1 An appropriate evaluation of the skills, knowledge and attributes required to fill the critical post of Service Director Education and Skills has been carried out. The commensurate pay and grading, based on the agreed methodology, has established a competitive market salary for such skills and will ensure a successful appointment outcome. Failure to offer a competitive salary is likely to have a materially detrimental effect on the appointment process and will also have a consequent and detrimental effect on education and skills services

5. EQUALITIES AND DIVERSITY ISSUES

- 5.1 The evaluation of this role has been carried out using Hay Group methodology in a way that is consistent with other roles in the senior management structure. Equal pay is fundamental to the Hay Group evaluation and reward methodologies and this method is the most widely used of its kind and is designed to be applied fairly to all job types and sizes and to concentrate on the job irrespective of who holds it..

6. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

- 6.1 The post has been evaluated at point 528 (further information on the process is in paragraph 9.4).
- 6.2 In line with the pay structure for senior posts agreed by Remuneration Committee on 28 June 2012, a post evaluated at such a grade has an equivalent salary range from £103,846 to £113, 846.
- 6.3 The cost of the post will be contained within existing Children's Service budget provision.

7. LEGAL ISSUES

- 7.1 There are no additional legal comments to those contained in the body of the report.

8. CONSTITUTIONAL POWERS (Relevant section from the Constitution, Key/Non-Key Decision)

- 8.1 The Remuneration Committee's terms of reference are noted in the Council's Constitution – Responsibility for Functions and in the Council's Pay Policy Statement which states that:

"All chief officer appointments will be conducted by a member recruitment panel. The candidate's remuneration will be voted on by the Remuneration Committee and reported to Council at the earliest opportunity. Council have been given the opportunity to vote on Chief Officer salaries at or above £100,000 per annum and have delegated this function to the Remuneration Committee. Remuneration Committee consists of the Leaders of all three main political parties (one of whom is the Leader of the Council) and two other members."

9. BACKGROUND INFORMATION

- 9.1 General Functions Committee agreed on 29 January 2013 to the restructure of Children's Services as part of the ongoing transformation of service delivery and organisational design across the Council. In particular this restructure included the establishment of two separate delivery units covering Education and Skills and Family Services. Each of these is to be led by a Service Director who will have responsibility for ensuring that the strategic commissions set by the Commissioning Group are executed whilst having the autonomy to develop operational solutions based on their front line and professional expertise.
- 9.2 The Head of Paid Service was authorised to appoint to all the new posts included in this restructure, including that of Service Director for Education and Skills.
- 9.3 The establishment of the Service Director for Education and Skills was therefore part of a wider restructure that included the deletion of other senior posts previously agreed by Remuneration Committee as part of the senior management restructure, including the deletion of the Director of Children's Services and the Assistant Director for Education and Skills.
- 9.4 In establishing this new post, due process was followed with regard to the evaluation of the post in line with the pay and grading methodology agreed by Remuneration Committee on 28 June 2012. On this basis, and taking into account its full responsibilities, the post of Service Director for Education and Skills was evaluated at point 528 (directly between the Director of Children's Services post at point 608 and Assistant Director of Education and Skills at point 460). Annex B of the Remuneration Committee report of 28 June 2012 makes wider grade comparisons clear.
- 9.5 Also in line with the pay structure for senior posts agreed by Remuneration Committee on 28 June 2012, a post evaluated at such a grade has an equivalent salary range from £103,846 to £113,846. All other senior posts established in the wider restructure that have been evaluated at this level are also paid between this range.
- 9.6 A successful recruitment process has now concluded and the Head of Paid Service is seeking to conclude the appointment (in line with the General Functions Committee resolution) by finalising an employment offer at a salary between £103,846 and £113,846, commensurate with other senior posts established as part of the senior management restructure. Given that this is effectively a new post at a salary of more than £100,000 it requires Remuneration Committee approval.

10. LIST OF BACKGROUND PAPERS

- 10.1 None.

Cleared by Finance (Officer's initials)	AD
Cleared by Legal (Officer's initials)	LC