

MINUTES OF JNC SALARIES AND CONDITIONS PANEL

Wednesday, 28 January 2015
(2:10 - 2:27 pm)

Present: Cllr Darren Rodwell (Chair), Cllr Saima Ashraf, Cllr James Ogungbose, Cllr Edna Fergus and Cllr Kashif Haroon

Apologies: Cllr Dominic Twomey

4. Declaration of Members' Interests

There were no declarations of interest.

5. Private Business

It was resolved to exclude the public and press from the remainder of the meeting by reason of the nature of the business to be discussed which included information exempt from publication by virtue of paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972 (as amended).

6. Senior Management Changes

The Divisional Director of Human Resources and Organisational Development (DDHROD) presented a report proposing the payment of honoraria to the Chief Finance Officer (CFO) and Head of Legal and Democratic Services (HLDS) in recognition of the additional responsibilities and workloads each was currently undertaking.

The Panel noted that following the resignation in September 2012 of the former Corporate Director of Finance and Resources, the deputy to that post assumed the Chief Financial Officer responsibilities under Section 151 of the Local Government Act 1972. That deputy post was subsequently designated as CFO and although a proposal was considered by the JNC Appointments Panel on 17 July 2013 to increase the salary, to date it had remained at the same salary level.

The report presented at the meeting sought to make the case to now review that decision and increase the salary by way of paying a monthly honorarium totalling £8,002 per year, which would make the post equivalent to CO5 grade and bring it broadly in to line with comparable salaries for the post in London.

In response to a question regarding the change in circumstances since the decision by the JNC Appointments Panel on 17 July 2013 not to increase the salary, the Corporate Director of Adult and Community Services advised that although the responsibilities of the post had not fundamentally changed, the overall financial position of the Council had shifted which brought greater challenges in terms of both setting and achieving a balanced budget for the next two years and beyond. On that basis, it was considered extremely important to have continuity and retain strong officer leadership in the Finance teams, particularly given that the current budget savings would mean a reduction of

approximately £400,000 in the Finance Service budget and with the loss of a number of senior posts in that area. The DDHROD also confirmed that there was now clearer market evidence amongst other local authorities which supported the level of salary being proposed for the post.

With regard to the post of HLDS, the report explained that since the original job evaluation in 2012 a shared service arrangement for Legal Services had been established with Thurrock Council. More recently, traded services had been established with Brentwood Borough Council as well as a number of other authorities including Newham, Westminster and Havering Councils, the East London Waste Authority and the Lea Valley Regional Authority.

Whilst the complexity of the role had not changed the scope and responsibilities across a number of different providers, as well as the need to operate in an increasingly competitive market, added a new dimension to the role. It was proposed, therefore, to increase the salary by way of a monthly honorarium totalling £9,449 per year which would make the post equivalent to CO3 grade. It was noted that the additional cost would be met from the additional income generated through the traded service.

Having considered the justifications for the salary increases for both posts and taking into account that the payment of temporary honoraria would not inhibit the flexibility of the new Chief Executive to review the senior management structure, the Panel **resolved to approve** the payment of honoraria to the Chief Finance Officer and Head of Legal and Democratic Services as proposed in the report, to be effective from 15 January 2015.