

THE ASSEMBLY

7 JUNE 2006

REPORT OF THE EXECUTIVE

Title: The Executive - Recent Business	For Decision
<p>Summary</p> <p>This report sets out recommendations made by the Executive at its meeting on 23 May 2006 in respect of the market benchmark to be used by the Chief Executive and the Hay Group in relation to the updating of JNC level salaries.</p> <p>The details of any call-in will be reported verbally at the meeting.</p> <p>Wards Affected: None.</p>	
<p>Recommendation</p> <p>The Assembly is recommended to agree that in order to achieve the right balance between recruiting and retaining appropriate talent to managerially lead the organisation, whilst being conscious of the need to contain salaries within a framework that achieves efficiency and economy for the Council and Council Tax payer, to:</p> <ol style="list-style-type: none">1. The Chief Executive, supported by Hay Group, making detailed proposals to update JNC salaries in line with existing Council policy as detailed in the report;2. Detailed proposals relating to individual officers being presented for final approval to an Executive Panel comprising of the Leader, Deputy Leader, Portfolio Holder for Finance and one further Executive Member;3. The effective date for implementation of these proposals being 1 July 2006; and4. JNC pay next being reviewed in May 2010 as detailed in the report, with any maintenance issues (for example should the organisational structure be altered) delegated to the Executive Panel. <p>The Assembly is also asked to note that:</p> <ol style="list-style-type: none">1. The report did not cover any matters relating to the pay and conditions of the Chief Executive, as these would be commissioned under separate cover for the reasons set out the report. The policy set out in the report covered all JNC pay, including that of the Chief Executive, for ultimate agreement using the process recommended in the report for all other JNC posts; and2. It was planned to finalise matters/detail as quickly as possible so that that the recruitment of a new Corporate Director of Adult & Community Services could commence next month in order to make an appointment before the summer break. It would be necessary for a postholder to be in place by the time the interim director's full-time contract comes to an end in the autumn.	

Contact: Amanda Thompson	Democratic Services Officer	Tel: 020 8227 3103 Fax: 020 8227 2171 Minicom: 020 8227 2685 E-mail: amanda.thompson@lbbd.gov.uk
------------------------------------	--------------------------------	--

Background papers used in the preparation of this report:

Minutes, agenda and reports for the Executive meeting held on 23 May 2006.