

READING BOROUGH COUNCIL

TO:	PERSONNEL COMMITTEE		
DATE:	8 DECEMBER 2016	AGENDA ITEM:	6
TITLE:	HEAD OF PAID SERVICE - JOB TITLE AND SALARY RANGE		
LEAD MEMBER	CLLR LOVELOCK	PERSONNEL COMMITTEE CHAIR	
SERVICE:	CORPORATE SUPPORT SERVICES	WARDS:	BOROUGHWIDE
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**1. PURPOSE OF REPORT**

To seek Personnel Committee's decision as to whether to appoint a Chief Executive or Managing Director as Head of Paid Service and to set a salary level accordingly.

**2. RECOMMENDATIONS**

That Personnel Committee consider whether the Head of Paid Service should be a Chief Executive or Managing Director.

That a salary level between £130,000 and £140,000 be agreed.

**3. BACKGROUND**

3.1 In 2012, following a senior management restructure, RBC opted to appoint a Managing Director as its Head of Paid Service. The position had previously been known as Chief Executive but at the time it was considered that appointing a Managing Director would ensure that the efforts of the postholder were focussed on managing the Council through a difficult period without the additional more 'outward looking' duties required of a traditional Chief Executive.

3.2 Whilst there remains a significant amount of internally focussed work still to be done, it is anticipated that a title of Chief Executive may be more appealing to applicants and may therefore lead to a stronger field of interested candidates.

- 3.3 Following the departure of the previous Head of Paid Service in the summer, the position has been filled on an interim basis by Simon Warren, Managing Director.
- 3.4 The previous postholder was appointed on a salary range of £130,000 to £140,000. The starting salary was £135,000 and remained unchanged through his tenure.
- 3.5 Attached at Appendix A is a sample of other Local Authorities across the South East of England and the salaries that they pay to their Heads of Paid Service. It can be noted that the recommended salary range is appropriate when benchmarked against other similar organisations.

#### 4. EQUALITY IMPACT ASSESSMENT

- 4.1 The decisions outlined in this report will not have a differential impact on: racial groups; gender; people with disabilities; people of a particular sexual orientation; people due to their age; people due to their religious belief.

#### 5. LEGAL IMPLICATIONS

- 5.1 Under the Council's constitution, the Personnel Committee has responsibility:
- to appoint or arrange for the appointment of the Head of Paid Service and to settle all matters relating to this appointment, and
  - to take any decisions affecting the remuneration, terms and conditions of service of the Head of Paid Service.
- 5.2 The appointment of the Head of Paid Service must be approved by full Council before any offer can be made (**Officer Employment Procedure Rules: '2.3 Any appointment or dismissal of an officer designated as the Head of the Council's Paid Service, shall be approved by the full Council before any offer of appointment or notice of dismissal is given to the person concerned.'**).