

Personnel Committee

Minutes of the meeting held on 25 April 2017

Present

Councillor Flanagan- In the Chair
Councillors Andrews, S Newman and B Priest

Apologies

Councillors Leese and N Murphy

PE/17/13 Minutes

Decision

To agree the minutes of the meeting of 8 March 2017 as a correct record.

PE/17/14 Deputy Strategic Director of Childrens Services – Market Supplement

The Committee considered a report of the Director of Children's Services which requested that a market rate supplement be applied against the post of Deputy Strategic Director of Children's Services and recommended for full Council approval.

The report alluded to difficulties with the recruitment of the post since its establishment two years ago with two comprehensive executive market searches having failed to attract suitable permanent candidates. However, an appointable candidate of extremely high calibre had now been identified with a salary expectation of £104,000, which although slightly above the established pay grade, was described as consistent with wider market norms.

The Committee was therefore invited to approve the introduction of an annually reviewed, performance-based market rate supplement of £3,000 in line with the established Market Rates Policy to secure the appointment of the candidate, in addition to the grade of SS4 that Council approved in March of this year.

Officers indicated that Trade Unions had noted the report but no comments had been submitted for consideration at the meeting.

Decision

To endorse the introduction of a performance based market supplement of £3,000 to be placed on the post of Deputy Strategic Director of Children's Services in line with the established Market Rates Policy and recommend that Council approves the supplement.

PE/17/15 Strategic Director, Commissioning (inc DASS) - Remuneration of role and Market Supplement

The Committee considered a report of the Director of Human Resources and Organisational Development which put forward a recommendation regarding the remuneration for the post of Strategic Director, Commissioning (which includes the statutory responsibilities of the Director of Adult Social Services) following the outcome of a job evaluation. It was explained that the post had been graded to a level of Senior Salary Grade 5 within the salary band of £117,314 to £137,045.

The report went on to explain that a highly credible and experienced appointable candidate had been identified with a current salary of £138,500. As this was above the maximum level of the senior salary grade bandings, a performance-based market supplement of £7,000 was requested to secure the appointment, the cost of which would be met by Manchester Health and Care Commissioning (the entity to whom the post would be jointly accountable with Manchester City Council). This supplement would then be subject to a review over a 12 month period.

Officers indicated that Trade Unions had noted the report but no comments were submitted to the meeting.

Decisions

1. To note the evaluation of the role of Strategic Director, Commissioning (including Director of Adult Social Services) evaluated within the salary band Senior Salary Grade 5 of the senior salary scale which is £117,314 to £137,045 and recommend that full Council approve the grade and salary of the post.
2. To support the request that a performance-based market supplement of £7,000 (the cost of which is to be reimbursed to Manchester City Council by Manchester Health and Care Commissioning) is added to the salary to ensure that the appointment of the identified candidate is secured, and recommend that full Council approves the supplement.