

Report of: Assistant Chief Executive, Governance and HR

Meeting of:	Date	Agenda item	Ward(s)
Policy and Performance Scrutiny Committee	29 June 2015	13	All

Delete as appropriate	Exempt	Non-exempt

Subject: Re-grading of Chief Officer Posts

1. Synopsis

- 1.1 This report provides an explanation of the processes which apply to the grading of Chief Officer posts and an overview of Chief Officer post grade changes over the past 5 years.

2. Recommendations

- 2.1 To note the information provided in this report.

3. Background

- 3.1 The arrangements for the grading of posts on the chief officer pay scale are set out in the council's Pay Policy Statement adopted by the Council as part of the budget setting process.
- 3.2 The council's chief officer pay scale comprises five separate salary bands. The job roles for those paid on the chief officer pay scale are evaluated using the Hay Job Evaluation Scheme. Evaluation is not carried out internally by the council but is normally carried out by Hay Group. This costs in the region of £800 to £1,000 per evaluation. A Public Health post evaluation was undertaken by another local authority with relevant expertise.

- 3.3 Where post titles and/or job descriptions are changed but the changes are not likely to result in an increase in grade because they do not fundamentally alter the job role, often no re-evaluation is undertaken. For example, a number of officers have taken on significant additional responsibilities over recent years in restructures where other Chief Officer posts have been deleted, without their posts being re-evaluated.
- 3.4 Over the last 5 years, 8 chief officer posts have been evaluated as set out in the table below.
- 3.5 As the table below shows, of these evaluations:
- One was of a role which had been changed prior to a new recruitment process. The evaluation resulted in a grade reduction;
 - Two were posts which had been significantly altered following the TUPE transfer of services into the council.
 - Four were posts which had originally transferred into the council under TUPE with grades evaluated by other organisations. Of these:
 - One was an evaluation of a Public Health post previously evaluated on the NHS agenda for change scale and being re-evaluated on the council's chief officer scale prior to a new recruitment;
 - Three were evaluations of posts which had transferred in to the council on Cambridge Education grades equivalent to CO4, which were re-evaluated because changes were being made to them. All of these remained on the equivalent Chief Officer scale grade to that on which they had transferred in.
 - One was established as part of restructuring which involved a reduction of 3 chief officer posts to one.
- 3.6 In addition, the current Chief Executive was appointed to the role in May 2011 on a spot (or fixed) salary of £160,000 with no salary progression available beyond this point. This salary is considerably lower than the spot salary of £210,000 of the previous Chief Executive.

Table - Changes to chief officer post grades

Chief Officer Posts June 2010 – June 2015 - New Grades							
Date	Job Title	Service Area	Division	Original Grade	Revised Grade	Status	Comments
May-13	Head of School Improvement	Children's Services	Schools and Young Peoples Services	CE grade	CO4	Current Postholder	CE post re-evaluated following restructure. Employee left 2014 and post now deleted.
May-13	Commissioning Manager School Services	Children's Services	Schools Finance	CE grade	CO4	Current Postholder	Former CE post re-evaluated following restructure – no increase in effective grade.
Mar-14	Head of Partnership & Services Support	Children's Services	Partnership & Services Support	CE grade	CO4	Current Postholder	Former CE post re-evaluated following restructure – no increase in effective grade.
Oct-14	Assistant Director of Public Health	Public Health	Public Health	NHS Agenda for change	CO4	New recruit	Public health equivalent grade.
Oct-14	Head of Repairs & Maintenance	HASS	Housing Property Services	PO9-11	CO4	Current Postholder	Increase in job responsibilities following TUPE transfer. Housing repairs is a critical area and we need to retain excellent senior staff despite competition from the private sector, other councils and housing associations. We know of efforts by other employers to hire Islington's senior staff in these roles.
Oct-14	Assistant Director for Strategic Commissioning	HASS	Adult Social Care	PO10	CO4	New Recruit	The post was established as part of restructuring which resulted in a reduction from 3 Chief officer posts in the relevant area.
Oct-14	Service Director Housing Needs and Strategy	HASS	Housing Needs and Strategy	CO4	CO3	New recruit	Change of job role following the HFI reintegration.
Apr-15	Head of Service (Tenancy and Estates)	HASS	Housing Operations	PO10/11	CO4	Current Postholder	Increase in job responsibilities following TUPE transfer. Previously there were three postholders at PO10, now there are only two despite the additional responsibility, one at PO9 and one at CO4

4. Implications

4.1 Financial implications:
None arising directly from this report.

4.2 Legal Implications:
None arising directly from this report.

4.3 Environmental Implications:
None.

4.4 Resident Impact Assessment:

The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.

No resident impacts arise directly from this report.

5. Conclusion

This report provides an overview of Chief Officer post grade changes over the past 5 years.

Background papers: None.

Final report clearance:

Signed by



25 June 2015

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Assistant Chief Executive (Governance & HR)

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Date

Received by

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Head of Democratic Services

25 June 2015

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Date

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