

# Section Head Pay

## Proposal for an Extended Pay Band



## **Section Head Pay – Proposal for an Extended Pay Band**

### **Background**

1. Watford Borough Council needs to be able to manage the recruitment and retention risks related to Section Head posts.
2. Whilst benchmarking data suggest that rates of pay for the Section Head grades (Grades 10 and 11) are comparable to other district authorities of a similar size, Watford is an urban, Mayoral led authority with an ambitious programme, large scale developments and significant investment leverage.
3. Watford's location also means that it is competing in the job market with London and the South East, as well as its own East of England region.
4. The combination of the above requires recruitment and retention of very high performing Section Heads.
5. The standard grading structure has:
  - 5 scale points in Grade 10 – ranging from £45,602 to £49,402 (including London Weighting Fringe Allowance)
  - 5 scale points in Grade 11 – ranging from £50,358 to £54,276 (including London Weighting Fringe Allowance)
  - Chief Officer pay scales starting at £69,449 – including allowances

### **Extended Pay Band – Grade 11**

6. An additional extended pay band is proposed for Grade 11 posts, allowing progression above the maximum of the standard Grade 11 pay band.
7. It is proposed that the additional pay band (including London Weighting Fringe Allowance) starts at a minimum of £55,500 and has three further points: £57,000, £58,500 and £60,000 (these rates will be reviewed in line with the annual pay review).
8. The criteria and process for progression to the extended pay band is proposed as follows:
  - There must be an evidenced recruitment and retention risk relating to the post and/or person within the post
  - There must be evidence of high risk to the organisation should the post in question become vacant
  - Performance of the post holder must be deemed exceptional by the pay panel
  - The post holder will be at the maximum of the standard Grade 11 and will not be in receipt of a market factor supplement. If the extended pay band would be more beneficial and the other criteria are met, this may be considered as an alternative but not in addition to a market factor supplement.
  - Progression to the extended pay band will be reviewed and agreed by a Pay Panel consisting of the Managing Director, the Deputy Managing Director and the Head of HR, as and when a risk issue arises, as flagged by the Head of Service (this may be caused by a number of reasons including: triggered by the criticality of the business agenda and the need for increased assurance of continuity in delivery and/or the individual applying for another post/alternative job offer being made).
  - Progression through the new extended pay band will be automatic in line with standard incremental progression criteria.
  - Any increment awarded is permanent and pensionable.
  - The approach will also be checked against equalities issues and, in particular, equal pay.