

CHIEF OFFICER PAY PANEL

20 June 2022

Present: Councillor M Watkin (Chair)
Councillor D Allen-Williamson (Vice-Chair)
Councillors J Pattinson and K Rodrigues

Officers: Managing Director
Executive Head of Human Resources
Democratic Services Manager

1 **Apologies for absence**

There was a change of membership for this meeting: Councillor Pattinson replaced Councillor Johnson.

Apologies had been received from Councillor Shah.

2 **Disclosures of Interest**

There were no disclosures of interest.

3 **New Pay Grade - Executive Officers (Chief Officers)**

The panel received a report of the Executive Head of Human Resources and Organisational Development which asked members to consider the pay scales for senior staff, specifically the role of Executive Director.

The Executive Head of Human Resources and Organisational Development advised that the report was asking the committee to consider the pay grade for the tier 2 officers within the council. These posts were member appointments. The council had worked with the East of England Local Government Association, who had supported the council and reviewed the proposed salary structure. The salary level was based on Watford's closeness to London, the demanding workload of the roles and the council's ambitious plans. Benchmarking had been carried out and shown as an appendix to the report.

The Executive Head of Human Resources and Organisational Development responded to questions from the Panel.

RESOLVED –

1. that the proposed new pay band for Executive Directors be approved.
2. that the post of Executive Director be appointed to on NJC terms and conditions of employment and is a member appointment.

Chair

The Meeting started at 5.00 pm
and finished at 5.35 pm