



**WATFORD  
BOROUGH  
COUNCIL**

# **CHIEF OFFICER PAY PANEL**

**20 June 2022**

**5.00 pm**

**Room 21, Town Hall, Watford**

**Contact**

Sandra Hancock

[democraticservices@watford.gov.uk](mailto:democraticservices@watford.gov.uk)

01923 278377

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# Committee Membership

Councillor M Watkin (Chair)

Councillor D Allen-Williamson (Vice-Chair)

Councillors S Johnson, K Rodrigues and N Shah

## Agenda

### Part A - Open to the Public

1. **Apologies for absence**
2. **Disclosures of Interest**
3. **New Pay Grade - Executive Officers (Chief Officers) (Pages 3 - 8)**

Report of the Executive Head of Human Resources and Organisational Development.

Please note Appendix 1 is exempt from publication in accordance with Paragraph 1, Schedule 12A of the Local Government Act 1972 as it contains information that can identify individuals.

4. **Exclusion of Press and Public**

**The Chair to move:** that, under Section 100A (4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business as it is likely, in the view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during consideration of the item there would be disclosure to them of exempt information as defined in section 100(1) of the Act for the reasons stated below in terms of Schedule 12A.

**Note: if approved, the Chair will ask members of the press and public to leave the meeting at this point.**

## Part A

**Report to:** Chief Officers Pay Panel  
**Date of meeting:** 20 June 2022  
**Report of:** Executive Head of Human Resources & Organisational Development  
**Title:** New Pay Grade – Executive Directors (Chief Officers)

### 1.0 SUMMARY

1.1 The purpose of this report is to consider the pay scales for senior staff, specifically at Chief Officer level with the new grade of Executive Director, as approved by Cabinet on 13 June 2022. Executive Directors will be tier 2 officers within the local authority reporting directly to the Chief Executive and will be responsible for a significant number of services within the council. The new grade of Executive Director will have significantly greater levels of accountability and responsibility and should be remunerated in accordance with these new levels of responsibility. Officers for this new post will be appointed on Joint National Council (JNC) terms and conditions of employment and will be member appointments.

1.2 The current pay bands for Group and Executive Heads of Service covers the following pay bandings, excluding London Weighting Fringe Allowance:

#### Group/Executive Head of Service

1	£76,640.00
2	£78,204.00
3	£79,770.00
4	£81,334.00
5	£82,979.00

#### Group/Executive Head of Service + (Monitoring Officer)

1	£81,199.00
2	£82,006.00
3	£84,281.00
4	£85,818.00
5	£86,729.00

1.3 Benchmarking data undertaken and attached at appendix 2 suggest that rates of pay at this level are comparable to other district authorities of a similar size for this level of role; however they are not competitive for the more senior levels of Executive Director. In addition, Watford is an urban, Mayoral led authority with a new council plan for the next 4 years, an ambitious programme for residents, large scale developments and significant investment leverage. Appendix 3 contains data from ePaycheck, which is a system previously operated by East of England LGA and shows comparable salaries for roles. However please note this service was withdrawn by EELGA 2 years ago and the data has not been updated since then, so while helpful, it is a little out of date now.

1.4 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. It is therefore essential to ensure competitive salary bands are offered at the most senior levels within the Authority.

**1.5 Executive Director Pay Band**

This new pay band will be applicable for, Executive Directors roles only and will be made up of four spinal points. It is proposed that the new Chief Officer pay band (excluding London Weighting Fringe Allowance) starts at a minimum of £100,000 and has three further points: £105,000; £110,000 and £115,000. These rates will be reviewed in line with the annual pay review.

**2.0 RECOMMENDATION**

2.1 That the proposed new pay band for Executive Directors is approved by the Committee.

2.2 That the post of Executive Director is appointed to on JNC terms and conditions of employment and is a member appointment.

**Contact Officer:**

For further information on this report please contact:

Terry Baldwin, Executive Head of Human Resources & Organisational Development.

**Report approved by:** Donna Nolan Managing Director

**3.0 IMPLICATIONS**

**3.1 Financial**

3.1.1 The introduction of a new pay band will be managed within existing budgets and follows the reorganisation of the senior structure of the Council as set out in the report to Cabinet of 13 June 2022 – see part B appendix 1.

**3.2 Legal Issues (Monitoring Officer)**

3.2.1 The Group Head of Democracy and Governance comments that it is for the Chief Officer Pay Panel to set levels of pay for Chief Officers. The proposed senior restructure will not be able to be implemented unless the pay bandings are revised.

**3.3 Equalities**

3.3.1 There are no known equalities implications.

### 3.4 Potential Risks

Potential Risk	Likelihood	Impact	Overall score
It is difficult to recruit to senior management levels within the authority.	3	3	9
Retention of existing talent at senior management level within the Council is not possible.	3	3	9

### 3.5 Staffing

3.5.1 Affected staff will be subject to consultation regarding the new proposals and if appointed to the new role of Executive Director, will be paid in accordance with the scale for that role. The new band will be in addition to the current bandings.

### 3.6 Accommodation

3.6.1 Not applicable

### 3.7 Community Safety

3.7.1 Not applicable

### 3.8 Sustainability

3.8.1 Not applicable

## Appendices

Part B Appendix 1: Report to Cabinet 13 June 2022.

Appendix 2: Benchmarking data

Appendix 3: ePaycheck data from east of England LGA.

**Please note:** Access to ePaycheck data ceased in 2020 and therefore this data, while useful, is now 2 years old.

## Background Papers

No papers were used in the preparation of this report.

## Chief Officers Pay Panel 20 June 2022 – Appendix 2 Market Data.

The following are advertisements taken at the start of April 2022 and were the most directly relevant councils in terms of comparative size.

### Executive Director, Corporate Services and Transformation

- Derbyshire
- £119,637 to £131,600 per annum
- Derbyshire County Council



At Derbyshire County Council, we're truly ambitious about building on our success.

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### Executive Director (Finance and Transformation)

Welwyn Hatfield Borough Council | Up to £103,734 per annum

Transform an exceptional council. So we can transform our residents' experience. Executive Director (Finance and Transformation) Salary up to £103,734 per annum The Borough of Welwyn Hatfield is about to enter a new era, w...

Posted: 4 days ago **16 DAYS LEFT**

### Executive Director (Place)

Welwyn Hatfield Borough Council | Up to £103,734

Take Welwyn Hatfield to the next level. And your career. Executive Director (Place) Salary up to £103,734 per annum The Borough of Welwyn Hatfield is about to enter a new era, with a brand new senior management team. We wa...

Posted: 4 days ago **16 DAYS LEFT**

Tier	CO Custom Job Title	Organisation Name	Organisation Type	Region	Population	Min Salary	Max Salary	Lease Car allowance	Healthcare	OtherPay	Essential Car Allowance	Total maximum pay
3	Head of Finance and Resources (Section 151 Officer)	North Kesteven District Council	District/Borough Council	East Midlands	100,001 - 125,000	71802	77112	0	425	0	963	£ 78,500.00
2	Corporate Director	North Kesteven District Council	District/Borough Council	East Midlands	100,001 - 125,000	87369	93882	0	450	0	963	£ 95,295.00
2	Strategic Director	Stevenage Borough Council	District/Borough Council	East of England	50,001 - 75,000	78096	90764	0	0	24	0	£ 90,788.00
2	Corporate Director (Planning and Regeneration Services)	Tendring District Council	District/Borough Council	East of England	125,001 - 150,000	74436	86882	0	0	0	0	£ 86,882.00
2	Strategic Director	Great Yarmouth Borough Council	District/Borough Council	East of England	75,001 - 100,000	73000	81000	0	0	0	963	£ 81,963.00
2	Corporate Director & Monitoring Officer	Fenland District Council	District/Borough Council	East of England	75,001 - 100,000	61812	109242	0	0	0	8400	£ 117,642.00
3	Corporate Director (B&I)	Fenland District Council	District/Borough Council	East of England	75,001 - 100,000	61812	109242	0	0	0	8400	£ 117,642.00
2	Strategic Director	Stevenage Borough Council	District/Borough Council	East of England	50,001 - 75,000	78096	90764	0	0	24	0	£ 90,788.00
2	Corporate Director/Chief Finance Officer	Fenland District Council	District/Borough Council	East of England	75,001 - 100,000	61812	109242	0	0	0	10500	£ 119,742.00
2	Corporate Director (Operational Services)	Tendring District Council	District/Borough Council	East of England	125,001 - 150,000	74436	86882	0	0	0	0	£ 86,882.00
3	Corporate Director (E&L)	Fenland District Council	District/Borough Council	East of England	75,001 - 100,000	61812	109242	0	0	0	8400	£ 117,642.00
2	Deputy Chief Executive (Corporate Services)	Tendring District Council	District/Borough Council	East of England	125,001 - 150,000	74436	86882	0	0	0	0	£ 86,882.00
2	Corporate Director / Head of Paid Service	North Norfolk District Council	District/Borough Council	East of England	100,001 - 125,000	73819	86065	0	0	0	963	£ 87,028.00
2	Corporate Director	Allerdale Borough Council	District/Borough Council	North West	75,001 - 100,000	75353	79598	0	0	0	1239	£ 80,837.00
2	Director of People & Places	Wyre Council	District/Borough Council	North West	100,001 - 125,000	61026	64740	0	0	0	0	£ 64,740.00
2	Corporate Director	Pendle (Borough of)	District/Borough Council	North West	75,001 - 100,000	92015	92015	0	0	0	0	£ 92,015.00
2	Director - People and Places	South Lakeland District Council	District/Borough Council	North West	100,001 - 125,000	68521	75374	0	0	0	963	£ 76,337.00
2	Director - Policy and Resources (Monitoring Officer)	South Lakeland District Council	District/Borough Council	North West	100,001 - 125,000	68521	75374	0	0	0	963	£ 76,337.00
3	Strategic Director	Woking Borough Council	District/Borough Council	South East	75,001 - 100,000	81528	116308	2400	0	4618	0	£ 123,326.00
4	Head of Democratic and Legal Services	Woking Borough Council	District/Borough Council	South East	75,001 - 100,000	81528	98165	2400	0	3331	0	£ 103,896.00
4	Financial Director	Woking Borough Council	District/Borough Council	South East	75,001 - 100,000	81528	98165	2400	0	3331	0	£ 103,896.00
2	Executive Director of Borough Development & Deputy CX	Basingstoke & Deane Borough Council	District/Borough Council	South East	150,001 - 175,000	97800	105583	4620	62	13000	0	£ 123,265.00
2	Corporate Director Support Services	Eastleigh Borough Council	District/Borough Council	South East	100,001 - 125,000	74335	87144	0	0	0	0	£ 87,144.00
3	Strategic Director	Woking Borough Council	District/Borough Council	South East	75,001 - 100,000	81528	116308	2400	0	3947	0	£ 122,655.00
2	Executive Director of Borough Services	Basingstoke & Deane Borough Council	District/Borough Council	South East	150,001 - 175,000	97800	105583	4620	62	0	0	£ 110,265.00
2	Strategic Director: Place	Winchester City Council	District/Borough Council	South East	100,001 - 125,000	88243	99960	0	52	0	1239	£ 101,251.00
2	Strategic Director	Waverley Borough Council	District/Borough Council	South East	100,001 - 125,000	99756	99756	0	0	0	0	£ 99,756.00
2	Strategic Director - Front Line Services	Waverley Borough Council	District/Borough Council	South East	100,001 - 125,000	104040	104040	0	0	0	1239	£ 105,279.00
2	Executive Director of Finance & Resources	Basingstoke & Deane Borough Council	District/Borough Council	South East	150,001 - 175,000	97800	105583	4620	62	0	0	£ 110,265.00
2	Strategic Director: Resources	Winchester City Council	District/Borough Council	South East	100,001 - 125,000	88243	99960	0	52	0	1239	£ 101,251.00
2	Corporate Director Service Delivery	Eastleigh Borough Council	District/Borough Council	South East	100,001 - 125,000	74335	87144	0	0	0	0	£ 87,144.00
2	Corporate Director Strategy	Eastleigh Borough Council	District/Borough Council	South East	100,001 - 125,000	74335	87144	0	0	0	0	£ 87,144.00
2	Chief Operating Officer	Epsom & Ewell Borough Council	District/Borough Council	South East	75,001 - 100,000	80491	94390	7189	0	3775	0	£ 105,354.00
2	Corporate Director	Sedgemoor District Council	District/Borough Council	South West	100,001 - 125,000	85000	91000	0	0	0	0	£ 91,000.00

Tier	CO Custom Job Title	Organisation Name	Organisation Type	Region	Population	Min Salary	Max Salary	Lease Car allowance	Healthcare	OtherPay	Essential Car Allowance	Total maximum pay
2	Director	Exeter City Council	District/Borough Council	South West	100,001 - 125,000	83232	83232	0	0	0	0	£ 83,232.00
2	Director	Exeter City Council	District/Borough Council	South West	100,001 - 125,000	83232	83232	0	0	0	0	£ 83,232.00
2	Strategic Lead - Organisation Development, Equalities and Transformation	East Devon District Council	District/Borough Council	South West	125,001 - 150,000	63453	71588	0	0	0	0	£ 71,588.00
2	Strategic Lead - Legal, Licensing & Democratic Services	East Devon District Council	District/Borough Council	South West	125,001 - 150,000	63453	71588	0	0	0	1239	£ 72,827.00
2	Corporate Director	Sedgemoor District Council	District/Borough Council	South West	100,001 - 125,000	85000	91000	0	0	0	0	£ 91,000.00
2	Strategic Lead - Finance	East Devon District Council	District/Borough Council	South West	125,001 - 150,000	74229	82434	0	0	0	1239	£ 83,673.00
2	Director of Customer Services	Stroud District Council	District/Borough Council	South West	100,001 - 125,000	73161	73161	0	0	0	0	£ 73,161.00
2	Strategic Manager (Resources)	Torrige District Council	District/Borough Council	South West	50,001 - 75,000	69280	69280	0	0	0	0	£ 69,280.00
2	Director	Exeter City Council	District/Borough Council	South West	100,001 - 125,000	83232	83232	0	0	0	0	£ 83,232.00
2	Director	Exeter City Council	District/Borough Council	South West	100,001 - 125,000	83232	83232	0	0	0	0	£ 83,232.00
2	Director of Development Services	Stroud District Council	District/Borough Council	South West	100,001 - 125,000	73161	73161	0	0	0	0	£ 73,161.00
2	Strategic Director	East Dorset District Council	District/Borough Council	South West	75,001 - 100,000	86939	96579	0	0	0	0	£ 96,579.00
2	Strategic Director	East Dorset District Council	District/Borough Council	South West	75,001 - 100,000	86939	96579	0	0	0	0	£ 96,579.00
2	Corporate Director	Gloucester City Council	District/Borough Council	South West	100,001 - 125,000	85359	94344	0	0	0	0	£ 94,344.00
2	Director of Tenant & Corporate Services	Stroud District Council	District/Borough Council	South West	100,001 - 125,000	73161	73161	0	0	0	0	£ 73,161.00
2	Corporate Director	Gloucester City Council	District/Borough Council	South West	100,001 - 125,000	85359	94344	0	0	0	0	£ 94,344.00
2	Strategic Lead - Housing, Health and Environmental Health,	East Devon District Council	District/Borough Council	South West	125,001 - 150,000	74299	82434	0	0	0	1239	£ 83,673.00
2	Strategic Director	East Dorset District Council	District/Borough Council	South West	75,001 - 100,000	86939	96579	0	0	0	0	£ 96,579.00
2	Corporate Director - Education & Family Support	Bridgend County Borough Council	District/Borough Council	Wales	125,001 - 150,000	105477	110449	0	0	0	0	£ 110,449.00
2	Corporate Director - Social Services & Wellbeing	Bridgend County Borough Council	District/Borough Council	Wales	125,001 - 150,000	105477	110449	0	0	0	0	£ 110,449.00
2	Corporate Director - Communities	Bridgend County Borough Council	District/Borough Council	Wales	125,001 - 150,000	105477	110449	0	0	0	0	£ 110,449.00
3	Executive Director Finance	Tamworth Borough Council	District/Borough Council	West Midlands	75,001 - 100,000	87000	87000	0	11	0	963	£ 87,974.00
3	Executive Director Communities	Tamworth Borough Council	District/Borough Council	West Midlands	75,001 - 100,000	87000	87000	0	11	0	963	£ 87,974.00
2	Executive Director/Head of Paid Service/Deputy CEO	Tamworth Borough Council	District/Borough Council	West Midlands	75,001 - 100,000	92000	92000	0	11	0	963	£ 92,974.00