

## 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 However please note this service was withdrawn by EELGA 2 years ago and the data has not been updated since then, so while helpful, it is a little out of date now.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.