

Council, 25th January 2024

Addendum to Agenda Items 5 and 6:

Recommendations of the Employment Committee from its meeting held on 18th January 2024

Item 5: Pay Policy Statement 2024/25

Council is informed that the report on the Pay Policy Statement 2024/25 was considered by the Employment Committee on 18th January 2024 and it was agreed that the document be recommended to Council for approval. No amendments were made therefore the recommendation remains as at paragraph 1.1 of the Council report on page 15 of the agenda to approve the Pay Policy Statement 2024/25.

Update to published report

The Employment Committee was notified of an update to the table at 2.2 of Appendix A (Pay Policy Statement 2024/25). Members were informed that at the time of publication information relating to the day rates for interim cover for two director roles was not available. The Committee was informed as follows:

- Director – Property and Estates Management – cost of interim cover was £900 per day.
- Director – Housing – cost of interim cover was £865 per day.

A revised table incorporating the above figures is below (changes highlighted in yellow):

Posts that report to Executive Director / Chief Executive Officer

Post	Reports to	Salary Band
Director – Digital and Technology	Executive Director – Strategy and Transformation	SML 14 £104,521 - £119,233 Market Supplement £5,146
Director – HR and Workforce Transformation	Executive Director – Strategy and Transformation	SML 14 £104,521 - £119,233 (Vacant)
Director – Policy, Performance and Resident Engagement	Executive Director – Strategy and Transformation	SML 14 £104,521 - £119,233 (Vacant)
Director – Corporate & Strategic Finance (Deputy s151)	Executive Director – Finance & Commercial	SML 14 £104,521 - £119,233
Director – Financial Management	Executive Director – Finance & Commercial	SML 14 £104,521 - £119,233

Director of Financial Transactions	Executive Director – Finance & Commercial	SML 13 £87,523 - £101,749 (Vacant – Interim cover Day Rate - £697)
Director – Property and Estates Management	Executive Director – Regeneration, Housing & Environment	SML 14 £104,521 - £119,233 (Vacant – Interim cover Day Rate - £900 per day)
Director – Housing	Executive Director – Regeneration, Housing & Environment	SML 14 £104,521 - £119,233 (Vacant – Interim cover Day Rate - £865 per day)
Chief Planning Officer	Executive Director – Regeneration, Housing & Environment	SML 13 £87,523 - £101,749 (Vacant)
Director – Environment and Infrastructure	Executive Director – Regeneration, Housing & Environment	SML 14 £104,521 - £119,233 (Vacant)
Head of Economic Development and Regeneration	Executive Director – Regeneration, Housing & Environment	SML 11 £64,799 - £73,441 (Vacant)

Please note - The amounts disclosed in the table(s) in respect of interim rates are the costs incurred by the council to secure the individuals services and not the amounts the individuals actually received (which will have been lower)

Item 6: Senior Management Restructure Update

Council is informed that at the meeting of the Employment Committee on 18th January 2024 it was agreed to recommend the report to Council. There are no changes to the recommendations as at paragraph 1.1 on page 31 of the Council agenda.