

**Report To:** Full Council  
**Date of Meeting:** 28<sup>th</sup> March 2019  
**Lead Member / Officer:** Councillor Julian Thompson Hill  
**Report Author:** Catrin Roberts, HR Manager  
**Title:** Senior Officer Pay

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**1. What is the report about?**

The report is about a change to the remuneration of Head of Highways and Environmental Services from SLT 1 to SLT 2 following a re-evaluation by Kornferry Hay Group.

**2. What is the reason for making this report?**

All changes to a Senior Officer's remuneration needs to be approved by Full Council. This report provides the information relating to the change and is requesting that approval.

**3. What are the Recommendations?**

That Full Council approve the change to the remuneration level for the Head of Highways and Environmental Services from SLT 1 to SLT 2 in accordance with the re-evaluation by Kornferry Hay Group.

**4. Report details**

The post of Head of Highways and Environment salary has been re-evaluated by KornFerry Hay Group. Hay is the job evaluation scheme that the Council have adopted to evaluate the post of all senior officers. A copy of the portfolio provided for the evaluation is attached in Appendix A.

The main points for consideration for the re-evaluation were as follows:-

- The omission of service responsibilities from the original portfolio:-
  - o Passenger Transport
  - o Countryside Services
  - o Street Works
  - o Heritage Services
  
- Evidence of increased knowledge in key areas of Highways and Environment.

This information was reviewed by KornFerry Hay Group who evaluated the total job size as 904. A copy of their report is attached in Appendix B. The points range for SLT2 is 801 - 1100. The outcome was then presented to the SLT Remuneration Panel

on the 26<sup>th</sup> September 2019 who agreed with the outcome as detailed in the minutes attached in Appendix C.

In accordance with the process, this proposal has been submitted to the Independent Review Panel for Wales for their consideration. The IRP have responded stating that they are content with the information and evidence that has been provided. A copy of their response is attached in Appendix D.

**5. How does the decision contribute to the Corporate Priorities?**

Having a fair and transparent approach to Senior Leadership pay will contribute towards retaining and recruiting high calibre of leaders as well as a well-motivated workforce who in turn will contribute towards achieving the corporate priorities.

**6. What will it cost and how will it affect other services?**

There will be an increased cost to the evaluation as it changes the pay grade from SLT 1 (£68,889 - £71,002 per annum) to SLT2 (£84,009 - £86,589 per annum).

**7. What are the main conclusions of the Well-being Impact Assessment?**

A Well-being Impact Assessment has not been completed as the change is covered by the Well-Being Impact Assessment for Senior Officer Pay.

**8. What consultations have been carried out with Scrutiny and others?**

This has been reported to the SLT Remuneration Panel who have agreed the proposal.

**9. Chief Finance Officer Statement**

The additional cost pressure will be funded from corporate contingency budgets.

**10. What risks are there and is there anything we can do to reduce them?**

Failure to pay the level of the independent evaluation for this role, could potentially lead to legal claim made against the authority as it is in breach of the agreed procedure for establishing Chief Officer Pay. There is also equal pay risk in that there are members of the opposite gender who are receiving the grade associated with their independently evaluated grade.

**11. Power to make the Decision**

Paragraph 6 of Part 2 of Schedule 3 to the Local Government (Standing Orders)(Wales) Regulations 2006 as amended, requires that the decision to determine the level of remuneration, or any change to the level of remuneration, of a Chief officer must be made by Full Council.