

CEREDIGION COUNTY COUNCIL

Report to: **Council**

Date of meeting: **23rd September 2021**

Title: **Review of Chief Executive post remuneration**

Purpose of the report: **To gain approval to implement a new pay range for the Chief Executive post.**

For: **Decision**

Cabinet Portfolio and Cabinet Member: **Cllr Ray Quant, Deputy Leader of the Council and Cabinet Member for People and Organisation**

Background

On 28th November 2017, following the appointment of a new Chief Executive, Cabinet approved the phased review and restructure of the Council's workforce as well as the removal of a number of Chief Officer roles.

As a result of the phased review the following changes were achieved:

- the removal of the Deputy Chief Executive post
- 3 Strategic Director roles have been replaced with 2 Corporate Director roles
- 10 Heads of Service and 3 Acting Heads of Service roles have been replaced with 12 Corporate Lead Officer roles.

In March 2018 Council agreed Phase 1 of the restructure and confirmed the appointment of the Corporate Lead Officers into the new structure, this was implemented with effect from 1st April 2018.

In January 2019 Council agreed Phase 2 to implement the arrangements following a review and role evaluation of the senior posts to ensure that service areas and responsibilities were clearly defined and that the posts were remunerated fairly and equitably. This included the revision of the spinal column points in the pay scales of Corporate Director and Corporate Lead Officer from 5 to 4. These changes were implemented with effect from 1 April 2018 and are reflected in the Council's Pay Policy that is presented annually to Full Council.

Phase 3 - Chief Executive pay scale

The current proposal is to address the level of remuneration of the Chief Executive, re-establishing the differentials with the Chief Executive role and other Chief Officers within the Council following the restructure in 2018 as well as applying a four point range to ensure consistency with all other Chief Officer Pay ranges within the Council.

Records indicate that the ratio of Chief Executive to next level has in the past been 75%, this has been eroded over time due to the restructuring of roles as indicated above, plus the Chief Executive in the past not accepting salary uplifts. The current

remuneration structure identifies a ratio of between 92% on the first point to 88% at the top of the salary scale.

It is proposed to address this by introducing a new pay structure for the Chief Executive as indicated below:

Scale Point	Chief Executive Current 2020/21	Chief Executive Proposed 2020/21	Corporate Director Current 2020/21	Percentage of CE remuneration
1	£106,077	£121,618	£ 97,294.00	80%
2	£109,026	£124,449	£ 99,559.00	80%
3	£111,972	£127,278	£ 101,822.00	80%
4	£114,918	£130,108	£ 104,086.00	80%
5	£117,866			

The proposal re-establishes a ratio of 80%, and recognises the statutory responsibilities within the role. This change will also conclude the restructuring of Chief Officer Pay within the Council.

In accordance with the provision of Section 143A the Local Government (Wales) Measure 2011 (as amended further to s.39 of the 2015 Act), Ceredigion County Council is required to advise the Independent Remuneration Panel for Wales on a matter relating to its Chief Executive remuneration.

The proposals were presented to the Independent Remuneration Panel on 1st May 2021. Further information was requested by the panel regarding a comparison of other Chief Executive remuneration.

The Independent Remuneration Panel considered the proposals and additional information at its meeting of 11th June and confirmed in writing (Appendix A) on 18th June that the panel had approved the proposal.

Wellbeing of Future Generations:	Has an Integrated Impact Assessment completed? If, not, please state why	Not applicable – not a service change
	Summary:	
	Long term:	N/A
	Collaboration:	N/A
	Involvement:	N/A
	Prevention:	N/A
	Integration:	N/A

Recommendation(s): That Council:
a) Accepts the proposal to amend the chief officer post remuneration and range as indicated above

- and as approved by the Independent Remuneration Panel
- b) Approves to implement the changes to the remuneration range for the post of Chief Executive, with effect from 1st April 2021.

Reasons for decision: To complete the phased review and restructure of the Council's Senior Management and to implement a new remuneration range for the post of Chief Executive.

Overview and Scrutiny: N/A

Policy Framework:

- Council's Constitution
- Council Pay Policy

Corporate Priorities: Supports the Council to achieve its Corporate Priorities:

- Boosting the Economy
- Investing in People's Futures
- Enabling Individual and Family Resilience
- Promoting Environmental and Community Resilience.

Finance and Procurement implications: Changes to the Chief Executive pay structure is within budget.

Legal Implications: Local Government (Wales) Measure 2011 (as amended further to s.39 of the 2015 Act)
Local Government and Elections (Wales) Act 2021, s.55

Staffing implications: Within existing structure.

Property / asset implications: N/A

Risk(s): The remuneration is not reflective of the statutory responsibilities of the role and is not competitive compared to Chief Executive roles across Wales.

Statutory Powers:

- Council's Constitution
- Council Pay Policy

Background Papers:

- Report to Cabinet 28th November 2017
- Report to Council 23rd January 2019

Appendices: Appendix A – Letter from the Independent Remuneration Panel for Wales

Reporting Officer: Caroline Lewis, Corporate Director

Date: 8th September 2021



Caroline Lewis
Corporate Director
Ceredigion County Council
Caroline.lewis@ceredigion.gov.uk

18 June 2021

Dear Caroline

Review of Chief Executive Salary Ceredigion County Council

Your submission in respect of a review to the salary of the Chief Executive was considered by the Independent Remuneration Panel for Wales at its meeting on 11 June. All members of the Panel were present and therefore the meeting was quorate.

In respect of the function of the Panel related to the salaries of Heads of Paid Service the remit and guidance from the Welsh Government allows the Panel to:

- a) Approve the proposal
- b) Express concerns about the proposal
- c) Recommend a variation to the proposal

Having examined the submission from your authority it is the decision of the Panel to approve the proposal for the salary to the Chief Executive post as submitted by the Council.

Yours sincerely

John Bader
Chair