

## **CEREDIGION COUNTY COUNCIL**

<b>Report to:</b>	<b>Council</b>
<b>Date of meeting:</b>	<b>02.03.2023</b>
<b>Title:</b>	<b>Introduce Market Forces Supplement – Chief Officer Recruitment</b>
<b>Purpose of the report:</b>	<b>To introduce Market Forces Supplement for hard to fill Chief Officer Roles</b>
<b>For:</b>	<b>Decision</b>
<b>Cabinet Portfolio and Cabinet Member:</b>	<b>Councillor Bryan Davies, Leader of the Council and Cabinet Member for Democratic Services, Policy and Performance, People and Organisation</b>

### **Background**

The post of Statutory Director of Social Services and Corporate Lead Officer – Porth Cynnal (SDSS & CLO-PC) is currently vacant with the role's responsibilities being undertaken under an agency arrangement. A recent recruitment campaign has only attracted a very small number of applications and as a result the Shortlisting Committee decided to re-advertise the role with a view of attracting a greater number of suitably qualified candidates.

The challenging recruitment landscape across the social care landscape both locally and nationally has been widely reported.

For the current year, the maximum salary of the SDSS & CLO-PC role is £87,115 but in comparison with our regional neighbours this is significantly lower than corresponding roles which hold the Statutory Director of Social Services remit. It is recognised that making like-for-like comparisons is difficult due to the responsibilities under each post differing between local authorities. From a recruitment perspective however it is relevant as it will be a consideration for prospective candidates. In Gwynedd the salary is £104,288; in Powys it is £115,847; in Pembrokeshire it is £128,254; and in Carmarthenshire it is £135,621.

In terms of local authorities of similar population to Ceredigion the SDSS remit postholder receives a maximum salary of £85,486 in Blaenau Gwent; £91,341 in Monmouthshire; £92,345 in Isle of Anglesey; and £96,150 in Torfaen;

### **Proposal**

In order to make the salary more attractive to potential candidates it is proposed that a Market Forces Supplement is introduced to increase the advertised salary at a higher range than is currently the case. A market forces supplement is used as a recruitment or retention tool where there is a skills shortage in the jobs market, local or national, or because the market rate for a particular skill set is higher than that determined by our job evaluation and pay grading structure. In this situation both of these statements apply.

The Council's Pay Policy requires that any market forces supplement paid to a Chief Officer role is approved by Council. The proposal is to include a market forces supplement of up to £10,385, in addition to the job evaluated pay grade for the post of Statutory Director of Social Services. For this recruitment process, this will result in a maximum advertised salary and supplement of £97,500.

A market forces supplement is not contractual but would be expected to remain in place for as long as the market rate remains higher than the job evaluated salary level.

	<p><b>Has an Integrated Impact Assessment been completed? If, not, please state why</b></p>	<p>No. The introduction of these allowances does not change policy or the provision of services.</p>
<p><b>Wellbeing of Future Generations:</b></p>	<p><i>Summary:</i>  <b>Long term:</b>  <b>Collaboration:</b>  <b>Involvement:</b>  <b>Prevention:</b>  <b>Integration:</b></p>	
<p><b>Recommendation(s):</b></p>	<p>To approve to introduction of a market forces supplement for the post of Statutory Director Social Services and Corporate Lead Officer – Porth Cynnal.</p>	
<p><b>Reasons for decision:</b></p>	<p>To attract suitably qualified candidates to the vacant post of Statutory Director Social Services and Corporate Lead Officer – Porth Cynnal.</p>	
<p><b>Overview and Scrutiny:</b></p>	<p>Not considered</p>	
<p><b>Policy Framework:</b></p>	<p>Pay Policy</p>	
<p><b>Corporate Well-being Objectives:</b></p>	<p>Creating Caring and Healthy Communities          Providing the Best Start in Life and Enabling Learning at all Ages</p>	
<p><b>Finance and Procurement implications:</b></p>	<p>To be met within Service budget</p>	
<p><b>Legal Implications:</b></p>	<p>Section 144 of the Social Services and Well-being Act (Wales) 2014 requires the Council to appoint an officer, to be known as the director of social services, for the purposes of its social services functions.</p>	
<p><b>Staffing implications:</b></p>	<p>As a statutory role, failure to appoint will have impact on the Service and Council leadership structure.</p>	

**Property / asset implications:** None

**Risk(s):** Failure to recruit to this statutory role will likely result in intervention from the relevant regulatory body.

**Statutory Powers:**

**Background Papers:**

**Appendices:**

**Corporate Lead Officer:** Geraint Edwards, Corporate Lead Officer – People & Organisation

**Reporting Officer:** Geraint Edwards

**Date:** 19/02/2023