

At a meeting of the CHIEF OFFICER'S PANEL held in Allerdale House, Lonsdale Room on Monday 20 February 2012 at 11.00 am

Members

A Smith (Chairman)

B Cannon
C Garrard

T Heslop
C Holding

Staff Present

H Dyke and A Wilson

8 DECLARATION OF INTERESTS

2. Chief Officer Pay.
Harry Dyke; Personal; Due to his current position as Chief Executive.

Resolved -

"That under Section 100 (A) (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they may involve the likely disclosure of exempt information as defined in paragraphs 1 and 4 of part 1 of Schedule 12 (a) of the Act."

9 CHIEF OFFICER PAY

All Members had received a copy of the Report on Corporate Director Pay prepared by Mrs Wilson, using information from North West Employers.

The Chief Executive confirmed that consultation had commenced with the unions and with the individuals affected by the proposed Senior Team Restructure. He reminded the Panel of the detailed pay analysis conducted by Vic Hewitt on behalf of North West Employers in 2009. This report had now been updated and current pay scales for Chief Officers were shown in Appendix A.

Mrs Wilson said it was necessary for the Panel to consider and make a decision now on the pay scales for the Corporate Director posts, so that the Redeployment Panel could meet later in the week to consider if any of the existing post holders could be slotted into these proposed roles.

Mrs Wilson summarised the content of the report drawing particular attention to; the need to set salaries that would retain and motivate high calibre officers; serve to attract new high calibre officers; and that were competitive in the North West.

Members discussed the proposals and identified the need to ensure that the salaries set would be future proof, affordable and would serve to attract, retain and motivate good quality people. Members also commented that during this time of austerity, Allerdale should be able to attract a strong pool of suitable applicants for the salaries offered.

Resolved – That the proposed salary scales be approved as follows;

Senior Team Role	Pay Scale
Corporate Director (with designated Deputy Chief Exec responsibilities)	£72,000 - £75,000
Corporate Director	£68,000 - £71,000

The meeting closed at 11.20 am