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MEETING	URGENCY COMMITTEE
DATE	29 JUNE 2007
PRESENT	COUNCILLORS STEVE GALLOWAY (CHAIR), GILLIES, JAMIESON-BALL, POTTER AND SCOTT

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## 6. DECLARATIONS OF INTEREST

Members were invited to declare at this point in the meeting any personal or prejudicial interests they might have in the business on the agenda.

No interests were declared.

## 7. EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That the press and public be excluded from the meeting during consideration of the following:

Annexes 2-5 to Agenda Item 3 (Pay Supplement for Assistant Director of School Improvement and Staff Development) (minute 8 refers) on the grounds that they contained information relating to any individual and the financial and business affairs of any particular person (including the authority holding that information). This information was classed as exempt under paragraphs 1 & 3 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).

## 8. PAY SUPPLEMENT FOR ASSISTANT DIRECTOR OF SCHOOL IMPROVEMENT AND STAFF DEVELOPMENT

Members received a report which asked them to approve a pay supplement for an Assistant Director (AD) post within Learning, Culture and Children's Services (LCCS), pending a wider review of AD salaries. The report had been brought to an Urgency Committee because of the need to fill the post of Assistant Director (School Improvement & Staff Development) in LCCS, following the decision of the current post holder to retire, and the inability to fill the post, having already failed on one attempt to recruit at the current salary.

The report presented three options for consideration:

- Option 1 – to pay the pay supplement as a 'market supplement' in addition to basic pay;
- Option 2- to pay the pay supplement in addition to basic pay based on performance in the post;
- Option 3 – to consolidate the pay supplement into the basic pay for the post.

The comparator information requested at the previous meeting of the Urgency Committee was set out in the annexes to the report. Officers advised that some of the information included in Annex 2 was inaccurate and provided some updated information relating to maximum salaries paid by comparator unitary authorities.

Members discussed with officers the potential benefits and risks of each option.

- RESOLVED:
- (i) That it be agreed to implement a supplement which allows the Director of LCCS to pay up to £75,000 in the particular case of the Assistant Director (School Improvement & Staff Development) in order to facilitate successful recruitment with £5k being applied as a market supplement for the tenure of the postholder, subject to:
    - a) The annual cost of living pay rises only applying to the basic salary and not the supplement;
    - b) Any uplift in basic pay arising from the outcome of the wider Assistant Director salary review being offset against a reduction in the supplement;
  - (ii) That the onward consequences of this particular supplement and the outcome of the review of Chief Officer pay be recognised.

REASON: In order to enable the Council to recruit to the post of Assistant Director (School Improvement & Staff Development).

COUNCILLOR S F GALLOWAY

Chair

The meeting started at 2.00 pm and finished at 3.10 pm.