

Report of the Head of Business HR

Market Supplement Payment for the Assistant Director of Children's Specialist Services

Summary

1. This report sets out a proposal for a market supplement payment to be made to the Assistant Director of Children's Specialist Services under the Market supplement policy for Chief Officers to retain an outstanding post holder.

Background

2. The City of York Council recognises that the pay for jobs must be fair, transparent and non discriminatory and the Council has a job evaluated pay structure for Chief Officers. However the job evaluation scheme and grading structure takes no account of market factors and therefore in exceptional circumstances where there is a demonstrable evidence that the pay for a post is significantly below the market rate the Council can consider making a market supplement payment.
3. Any application for a market supplement payment has to be based on the following criteria;
 - Market Data (Data of comparable posts which have been advertised and or / national benchmark data).
 - Recruitment and Retention Difficulties (normally be evidenced by a pattern of problems rather than one isolated individual case).
 - Retention difficulties (evidenced by either of the above factors).

Analysis

4. The current salary for the Assistant Director of Children's Specialist Services is £73,401. This is within a salary range of £66,068 to £73,401.
5. There has not been cost of living pay award made to Chief Officers since April 2008 and there is no national agreement for a pay award to be given in 2013/14.

Market information

6. Annex A provides the details of a review of comparable roles. This analysis demonstrates the following;
 - The average salary for comparable posts in these 11 councils is £84,942.
 - The span of comparable salaries is £67,147 to £99,154.
 - York is currently paying at the bottom quartile of this salary range.
7. The comparator Councils are either in the Yorkshire and Humber region or are of a comparable size and scope.

Other supporting factors

8. The performance of post holder is exemplary and exceeds the expectations of the job description.
9. Should the Council not be able to retain the current post holder the likely costs of recruiting to the post would exceed the proposed market supplement payment.

The proposal

10. It is proposed to pay an appropriate cash sum allowance, as set out in exempt Annex B, bringing the total salary package for this post holder in line with the salaries offered for other comparable roles within this job market.
11. The market supplement payment would commence from 1st September 2013.

12. The market supplement forms part of the overall remuneration package and as such will be pensionable.
13. This market supplement payment will be reviewed biennially.

Consultation

14. Consultation has taken place with the member of staff affected by this proposal.

Options

15. The Committee has the power within the Council's procedures to agree this proposal.
16. No other options to mitigate the risk of non-retention of this member of staff have been identified within existing policy.
17. Given the potential costs associated with recruiting a replacement for the current post holder, the most cost effective and service beneficial option is to seek to retain the post holder with an agreed market supplement.

Council Plan

18. The actions being proposed in the report are consistent with the Council Plan and the Council's Workforce Strategy 2012 – 15, which has Recruitment and Retention as one of its strategic aims so that we are able to 'retain as many of our talented people delivering services to our customers as we can'.

Implications

19. The implications of this proposal are detailed within the body of the report.

Risk Management

20. Any specific risks associated with this proposal are detailed within the body of this report. The risks associated with the recommended option are financial, legal and guidance has been taken from these services.

Recommendations

21. Staffing Matters and Urgency Committee is asked to consider the information in this report and to agree to the implementation of a market supplement payment, as outlined in exempt Annex B, to the Assistant Director of Children's Specialist Services.

Reason: In order to retain an outstanding post holder.

Contact Details

Author:

Mark Bennett
Head of HR Directorate
Support
Human Resources
Ext 4518

Chief Officer Responsible for the report:

Kersten England, Chief Executive
Report **Date** 26 July 2013
Approved

Specialist Implications Officer(s):

Wards Affected: *List wards or tick box to indicate all* All

For further information please contact the author of the report

Annexes: Annex A- Market Information
Annex B- Exempt Information (Confidential)