

MINUTES of the **STAFF APPOINTMENTS COMMITTEE** meeting held at Endeavour House, Ipswich on Wednesday 27 April 2016 at 1.00 p.m.

Present: Councillors Derek Hackett, Gordon Jones, Sandy Martin, Sarah Stamp and Jane Storey.

Supporting officers present: Sally Marlow, Head of HR and Sue Morgan, Head of Democratic Services.

91. Election of Chairman

Councillor Sarah Stamp proposed and Councillor Gordon Jones seconded the appointment of Councillor Jane Storey as Chairman for the meeting. Members present supported the proposal.

Decision: Councillor Jane Storey was elected as Chairman for the meeting.

92. Apologies for absence and substitutions

There were no apologies of absence.

93. Declarations of interest and dispensations

There were none declared.

94. Proposal to amend the salary structure for the Chief Executive.

The Committee considered Agenda Item 4, a report by the Director of Resource Management seeking approval to amend the salary structure for the post of Chief Executive.

Decision: the Committee **agreed** by a majority vote that the spot salary for the Chief Executive be increased to £170,000 with effect from 1 May 2016.

Reason for Decision: The Committee recognised that, in the context of managing scarce public resources, remuneration at all levels needs to be adequate to attract and retain high quality employees, dedicated to the service of the public, but at the same time needs to avoid being unnecessarily generous or otherwise excessive.

Members debated the proposals and received the following confirmation:

- The proposed change was to the spot salary for the post of Chief Executive, but this would consequentially apply to the current postholder.

- The Committee's decision would not preclude the Staff Appointments Committee from giving further consideration to the salary structure of the Chief Executive if there were a need to appoint to the post in the future.
- Some Directors have also been appointed to spot salaries, unlike other roles in the Council which are subject to different terms and conditions.
- There was a gap in pay between the salary of Directors and the Chief Executive, which would improve significantly if the proposal were accepted.
- The figure of £170k was proposed as being adequate remuneration in the current climate but not overly generous given the changes to the Corporate Management Team and the reduced number of Directors.
- In terms of relativity with the private sector, the Chief Executive's pay ratio to the median earner is 1:6 at the Council compared to 1:228 for a Chief Executive in the private sector. This data was quoted from the House of Commons Communities and Local Government Committee report on Local Government Chief Officers' Remuneration, a link to which was included in the papers for the committee meeting.
- Other Suffolk County Council staff are part way through a collective pay agreement which had been negotiated with unions.
- The decision of Council on 27 March 2017 for the Pay Statement 2016/17 confirmed the practice of changes being made to the pay level of the Chief Executive needing to be agreed by the Staff Appointments Committee.
- Although the number of staff directly employed by the Council has reduced over the last 5 years, the Chief Executive is still accountable for the provision of services which have been commissioned and further significant changes are likely.

Alternative Proposals: Councillor Hackett proposed that the decision should be referred to Council for consideration. There was no seconder, so the proposal fell.

Declarations of interest: None reported.

Dispensations: None were necessary.

The meeting closed at 1.39 p.m.

Chairman