

# Report of the Chief Executive to the meeting of Council to be held on 21 October 2014

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**SUBJECT:**

Approval of the salary package for the post of Strategic Director – Environment and Sport.

Approval of the salary package for the post of Strategic Director – Regeneration and Culture.

**SUMMARY STATEMENT:**

Council is asked to approve the salary packages for the positions of Strategic Director, Environment and Sport and Strategic Director Regeneration and Culture in accordance with Section 7 of the Council's Pay Policy Statement for the financial year 2014/15.

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Tony Reeves  
Chief Executive

**Portfolio:**

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**Improvement Area:**



## 1. SUMMARY

- 1.1 Council is asked to approve the salary packages for the positions of Strategic Director, Environment and Sport and Strategic Director Regeneration and Culture in accordance with Section 7 of the Council's Pay Policy Statement for the financial year 2014/15.

## 2. BACKGROUND

- 2.1 The Localism Act 2011 introduced a requirement for local authorities to produce and publish a pay policy statement for each financial year beginning 2012 – 13. The Council's Pay Policy Statement for the financial year 2014/15 was approved at the meeting of Council held on 25 March 2014. A copy of the Council's Pay Policy Statement for 2014/15 is appended to this Report as Appendix 1.
- 2.2 In accordance with Section 7 of the Council's Pay Policy Statement Full Council must approve any salary package of £100,000 pa or more before it is offered in respect of a new appointment.
- 2.3 The current Senior Management Structure was approved at Executive on 15 January 2013. The structure includes the posts of Strategic Director, Environment and Sport and Strategic Director, Regeneration and Culture. A copy of the Structure is appended to this Report as Appendix 2.

### Strategic Director Environment and Sport

- 2.4 In January 2014 the then Strategic Director, Environment and Sport retired from the Council. As a result of the Chief Executive consulting on potential changes to the Senior Management structure at that time the Strategic Director post was filled on an interim basis.
- 2.5 On 10 September 2014 Staffing Committee resolved to appoint permanently to the post of Strategic Director Environment and Sport in accordance with the Council's Pay Policy Statement and delegated the responsibility to appoint to the position to an Appointment Panel in accordance with the Council's Officer Employment Procedure Rules (the "Rules").
- 2.6 The Appointment Panel met and undertook interviews on 2 October 2014 and selected Steve Hartley for appointment to the post.
- 2.7 In accordance with paragraph 3.5 of the Officer Employment Procedure Rules the proper officer was notified of the proposed appointment. In accordance with paragraph 3.6 of the Rules the proper officer advised every member of Executive of the proposed appointment and the timescale during which any objection to the proposed offer could be made to the Leader of Council. No objection was received by the Leader of Council.

- 2.8 The successful candidate, Steve Hartley was appointed subject to Council's approval of the salary package. The Appointment Panel recommends that the Strategic Director Environment and Sport be appointed on the salary package as detailed in the Council's Pay Policy Statement 2014/2015. In accordance with Section 4 of the Pay Policy Statement the post of Strategic Director, Environment and Sport is graded at Strategic Director 2 with a salary level of £107,086 - £117,583 (SD2) and appointed pursuant to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Officers as amended and supplemented by local agreements and decisions. Other aspects of the remuneration for the post are set out in Appendix A of the Pay Policy Statement.

#### Strategic Director Regeneration and Culture

- 2.9 On 24 March 2014 the Strategic Director, Regeneration and Culture left the Council. As a result of the aforementioned consultation process the Chief Executive was undertaking the Strategic Director post was filled on an interim basis.
- 2.10 On 10 September 2014 Staffing Committee resolved to appoint permanently to the position of Strategic Director, Regeneration and Culture in accordance with the Council's Pay Policy Statement and delegated the responsibility to appoint to the position to an Appointment Panel in accordance with the Council's Officer Employment Procedure Rules (the "Rules").
- 2.11 The Appointment Panel met and undertook interviews on 8 October 2014 and selected Mike Cowlam for appointment to the post.
- 2.12 In accordance with paragraph 3.5 of the Officer Employment Procedure Rules the proper officer was notified of the proposed appointment. In accordance with paragraph 3.6 of the Rules the proper officer advised every member of Executive of the proposed appointment and the timescale during which any objection to the proposed offer could be made to the Leader of Council. No objection was received by the Leader of Council.
- 2.13 The successful candidate Mike Cowlam was appointed subject to Council's approval of the salary package. The Appointment Panel recommends that the Strategic Director Regeneration and Culture be appointed on the salary package as detailed in the Council's Pay Policy Statement 2014/2015. In accordance with Section 4 of the Pay Policy Statement the post of Strategic Director, Regeneration and Culture is graded at Strategic Director 2 with a salary level of £107,086 - £117,583 (SD2) and appointed pursuant to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Officers as amended and supplemented by local agreements and decisions. Other aspects of the remuneration for the post are set out in Appendix A of the Pay Policy Statement.
- 2.14 In accordance with Section 7 of the Council's Pay Policy Statement full Council must approve any salary package of £100,000 pa or more before it is offered in respect of a new appointment.

**3. FINANCIAL AND RESOURCE APPRAISAL**

- 3.1 It is proposed that the appointments to the posts of Strategic Director Environment and Sport and Strategic Director Regeneration and Culture be in accordance with the provisions of the Council's Pay Policy Statement as set out in paragraphs 2.8 and 2.13 above.

**4. RISK MANAGEMENT AND GOVERNANCE ISSUES**

- 4.1 There are no significant risks arising out of the implementation of the proposed recommendation.

**5. LEGAL APPRAISAL**

- 5.1 Section 112 of the Local Government Act 1972 allows the Council to appoint such Officers that it thinks necessary for the proper discharge by the Authority of its duties. Such officers shall hold office on such reasonable terms and conditions as the Council thinks fit.
- 5.2 In accordance with the Council's published Pay Policy Statement 2014/15 required pursuant to the Localism Act 2011, full Council must approve any salary package of £100,000 pa or more before it is offered in respect of a new appointment.

**6. OTHER IMPLICATIONS**

- 6.1 There are no sustainability, equality and diversity, community safety, ward or Human Rights Act implications.

**6.2 Trade Union Implications**

The Trade Unions (Unison and GMB) were consulted on the proposed appointment processes for both posts.

**7. NOT FOR PUBLICATION DOCUMENTS**

- 7.1 The recruitment documentation considered by the Appointment Panels when selecting for the posts of Strategic Director Environment and Sport and Strategic Director Regeneration and Culture is Not for Publication on the grounds that it contains exempt information within Paragraphs 1 (Information relating to an individual) and 2 (information identifying an individual) of Schedule 12A of the Local Government Act 1972 (as amended) and the public interest in applying this exemption outweighs the public interest in disclosing the information.

**8. RECOMMENDATIONS**

- 8.1 That the Council confirms that they are in agreement with the proposal to appoint to the positions of Strategic Director, Regeneration and Culture and Strategic Director, Environment and Sport on the salary packages detailed in paragraphs 2.8 and 2.13 of this Report and in accordance with the Council's Pay Policy Statement 2014/15.

**9. APPENDICES**

Appendix 1 – The Council's Pay Policy Statement 2014/15  
Appendix 2 – The Senior Management Structure

**10. BACKGROUND DOCUMENTS**

- 10.1 The recruitment documentation in relation to both appointments considered by the Appointment Panels. This documentation is Not for Publication on the grounds that it contains exempt information within Paragraphs 1 (Information relating to an individual) and 2 (information identifying an individual) of Schedule 12A of the Local Government Act 1972 (as amended) and the public interest in applying this exemption outweighs the public interest in disclosing the information.