



## **North Devon Council**

Report Date: Tuesday, 7 January 2025

Topic: Review of Chief Officer Salary Levels

Report by: Councillor Clayton, Leader of North Devon Council

### **1. INTRODUCTION**

1.1. At Full Council in March 2024 when considering the Statutory Pay Policy, Members resolved that:

*RESOLVED that the report, its Appendix and Annex thereto be approved and that in order to address the points made in the report about inconsistencies with the adopted policy, the Governance Committee be tasked with conducting a review of Chief Officer post salary levels, including the obtaining of independent advice and evidence from the Local Government Association and formulating recommendations and these come back to Council for consideration.*

1.2. The above was considered at the 12<sup>th</sup> November 2024 Governance Committee, with support from the Local Government Association.

1.3. Governance Committee concluded that the paper be updated to

(a) incorporate the recently approved 2024/25 national pay award; and

(b) include additional comparison information locally for two other Devon districts (that was not on the original paper) so that the full up to date comparison was available.

It was agreed that this be followed by a discussion with Group Leaders prior to consideration by Governance Committee in January 2025.

### **2. RECOMMENDATIONS**

2.1. That Members note the independent, updated comparative pay analysis report provided by the Local Government Association (Appendix A).

2.2. That Members consider the recommendations of the Group Leaders (the appointments committee) of salary levels for Tier 1 Chief Executive (Head of Paid Service) and Tier 2 Director Resources and Deputy Chief Executive.

2.3. Subject to 2.2 above, that Members recommend to Full Council the proposed remuneration levels for the aforementioned posts to align with the Council's Statutory Pay Policy.

2.4. To consider the outcomes of the Equality Impact Assessment as summarised in paragraph 6 of the report.

### 3. REASONS FOR RECOMMENDATIONS

3.1. The Group Leaders (appointments committee) have reviewed the updated comparison information from the Local Government Association taking into consideration the Statutory Pay Policy statement that *'salary levels will be consistent with similar organisations which aim to pay the median (average) salaries'*. The Statutory Pay Policy wording was inconsistent to the current position in relation to Tier 1 and Tier 2 roles.

3.2 It was agreed at Governance Committee to move from a spot salary to a salary range for these two posts.

### 4. REPORT

4.1. The Statutory Pay Policy was previously considered by Full Council on 27<sup>th</sup> March 2024; it indicated the pay multiple of the Head of Paid Service to the lowest paid employees across NDC and other, similar sized councils.

4.2. The remuneration of the Chief Executive (Head of Paid Service) was last reviewed in 2019. The pay multiple figures outlined clearly showed that the remuneration of the Chief Executive (Head of Paid Service) for North Devon Council was the lowest, comparable to district councils in the area.

4.3. It is important that the Council fairly reflects the pay remuneration for senior posts that attract the level of responsibility that the post carries, this is crucially important to ensure staff retention and/or attracting officers within this statutory role.

4.4. Members should consider the updated information contained within the independent report provided by the Local Government Association, as outlined in Appendix A and the recommendation put forward by the Group Leaders (appointments committee for statutory posts) as detailed below:

NDC CEO current salary	Devon - average salary to mid point range	Comparative councils' average salary	First % increment	Second increment 2.8%, 6 months after	Third Increment 2.8% April 2026
£103,609	£125,319	£125,340	£121,740	£125,149	£128,653

*Teignbridge represents the middle range of £119,494 - £127,238, mid point £123,365.*

In relation to our Deputy CEO role, we discussed a desire to award a small % increase to current salary followed by 2 further increments of 2.8%.

NDC Deputy CEO current salary	Devon average salary to mid point range	Comparative councils' average salary	First % increment	Second increment 2.8%, 6 months after	Third increment 2.8%, April 2026
£88,185	£89,448	£91,794	£89,066	£91,560	£94,124

*Teignbridge represents the middle range of £88,735 - £95,387, mid point £90,060.*

## 5. RESOURCE IMPLICATIONS

5.1. The recommended change, as set out above, to the current level of remuneration for Tier 1 and Tier 2 posts and associated financial impact can be funded through the Senior Management salary budget and met within the existing budgetary framework.

## 6. EQUALITIES ASSESSMENT

6.1. An Equality Impact Assessment is included as part of back ground papers, Appendix B.

## 7. ENVIRONMENTAL ASSESSMENT

7.1. There are no any environmental implications anticipated as a results of this report

## 8. CORPORATE PRIORITIES

8.1. What impact, positive or negative, does the subject of this report have on:

- 8.1.1. The commercialisation agenda: None
- 8.1.2. Improving customer focus and/or None
- 8.1.3. Regeneration or economic development None

## 9. CONSTITUTIONAL CONTEXT

9.1. The decision in respect of the recommendation in this report can be made by this committee pursuant to delegated powers provided in Part 3, Annexe 1, Paragraph 5(f)



9.2. As noted in the report, the power to decide is reserved to Full Council pursuant to Article 4.5.25 and as such must be referred to Council to ratify

## **10. STATEMENT OF CONFIDENTIALITY**

This report contains no confidential information or exempt information under the provisions of Schedule 12A of 1972 Act.

## **11. BACKGROUND PAPERS**

11.1 The following background papers were used in the preparation of this report:

- Local Government Association report in updated comparison pay analysis of CIPFA and Neighbouring Authorities.
- Equality Impact Needs Assessment

## **12. STATEMENT OF INTERNAL ADVICE**

The author (below) confirms that advice has been taken from all appropriate Councillors and Officers: Nikki Gordon, Head of Organisational Development