

Report to Chief Officers Terms and Conditions Committee

19 December 2023

Subject:	Executive Director – spinal column points
Director:	Shokat Lal, Chief Executive
Contact Officer:	Victoria Lee, Assistant Director HR and OD Victoria_Lee@sandwell.gov.uk

1 Recommendations

- 1.1 That the Committee agree incremental points for the posts of Executive Director.

2 Reasons for Recommendations

- 2.1 On 24 October 2024, Council approved recommendations of this Committee to restructure the Leadership Team and appoint to three new positions of Executive Director of People; Executive Director of Place; and Executive Director of Finance and Transformation.
- 2.2 The salary range for these roles has been determined and advertised at £125,000 to £135,000 per annum.
- 2.3 The Committee is asked to establish an incremental structure to this pay band, to facilitate fair and transparent pay progression following initial appointment.



2.4 The proposed spinal column points for these posts is as follows:

First SCP - £125,000

Second SCP - £130,00

Third and final SCP - £135,000

Progression to be annually at 1 April (subject to the post holder having been in post at least six months).

Note, initial appointment may be made at any point on the scale, subject to individual negotiation depending on the skills and experience of the successful candidate.

2.5 These posts will be appointed on JNC Chief Officer terms and conditions of service, with pay awards applicable from April 2024 or April 2025 (the first April following commencement of appointment).

3 How does this deliver objectives of the Corporate Plan?

3.1 These posts are essential to the delivery of the Corporate Plan. The decision on incremental pay spine points does not directly impact on this, but will enable equitable pay progression in accordance with normal Council policy on pay.

4 Context and Key Issues

4.1 On 24 October 2023 Council approved recommendations of the Committee to restructure the Leadership Team. This restructure involved the creation of three new Executive Director positions.

4.2 The headline salary for these positions has been agreed as recommended to Committee through the restructure proposals. However, to date there has been no consideration of spinal column points within this pay range.

4.3 All posts within the Council are appointed to a pay range, allowing incremental progression. This includes the council's normal NJC pay range, Hay pay range (NJC terms) and pay scales for Directors and the Chief Executive.



5 Implications

Resources:	This proposal does not incur additional cost to the council, but does create a clear structure for pay progression within these new senior posts.
Legal and Governance:	The proposals establish clear points for pay progression, ensuring transparency and mirroring arrangements for all other posts in the organisation
Risk:	If an incremental scale is not introduced, there will be no formal mechanism for progression within these posts
Equality:	The proposals ensure all parties are clear regarding progression from the bottom to top of the scale
Health and Wellbeing:	There are no specific health and wellbeing implications arising from the contents of this report.
Social Value:	There are no specific social value implications arising from the contents of this report.
Climate Change:	There are no specific climate change implications arising from the contents of this report.
Corporate Parenting:	There are no specific corporate parenting implications arising from the contents of this report.

6 Appendices

Not applicable

7. Background Papers

Leadership Team Restructure Report – Council 24 October 2024
Leadership Team Restructure Report - Chief Officers Terms and Conditions Committee 11 October 2024

