

**REPORT OF HR COMMITTEE**  
**(Meeting held on 18 March 2021)**

**1. SENIOR PAY RESTRUCTURE (MINUTE NO 62)**

The Committee has considered and supports the proposed changes to the existing pay structure for senior managers, which will provide greater flexibility and utilise additional pay points.

The objective of the changes is to provide fit-for-purpose pay bands that will help the Council to recruit and retain senior managers.

The changes are also expected to help reduce the overall average pay of Senior Officers throughout the Council.

The Council currently has performance - based increments for Service Managers, and to ensure continued performance improvements and recognition of exceptional performance within the Council, it is proposed to introduce the changes set out in the report.

Other pay issues within the work programme will progressed in due course.

***RECOMMENDED:***

***That implementation of the proposed changes to the senior management pay structure, the lease car scheme, job evaluation and Market Supplements as set out in Report 7 of the HR Committee agenda of 18 March 2021, be approved.***

**COUNCILLOR B RICKMAN**  
**CHAIRMAN**