

**REPORT OF HR COMMITTEE**  
**(Meeting held on 11 August 2022)**

**1. LEADERSHIP REVIEW OUTCOME (MINUTE NO 18)**

The Committee has considered proposals following a review of the Council's senior officer leadership structure.

It is proposed that the Council move to a Tier 2 structure with 3 strategic positions:

Strategic Director – Housing, Communities and Governance

Strategic Director – Corporate Resource and Transformation

Strategic Director – Place, Operations and Sustainability.

Under existing policies and based on the suggested groupings there would be two natural successors for the posts above; Strategic Director - Housing Communities and Governance and Strategic Director - Corporate Resource and Transformation.

The new roles were designed to enable a greater focus on strategic change and working with external partners, and it was anticipated that the related additional costs would be recovered from savings resulting from the transformation of services over the next 5 years. The new structure had been chosen after researching other districts in Hampshire and comparator authorities across England and to deliver what was an ambitious delivery and transformation agenda.

There is no natural successor to the post of Strategic Director - Place, Operations and Sustainability and therefore it is recommended that the Council engages the services of an Executive Search Agency to ensure the Council attracts the best candidates from the widest possible field for this post.

A separate report on the Council agenda deals with the establishment of the selection process, including the appointment panel.

**RECOMMENDED:**

- (a) *That the proposals as set out in Report 4 of the HR Committee agenda be agreed, and that separate recommendations be made to the Council on detailed arrangements for the recruitment of a Strategic Director of Place, Operations and Sustainability.***
- (b) *That the revised pay bandings recommended by the independent pay consultant as set out in Appendix 1 of Report 4 of the HR Committee agenda be adopted.***

**2. EXTENSION TO MARKET SUPPLEMENTS (MINUTE NO 21)**

The has Committee considered proposed changes to market supplements.

It had become clear that the Council's ability to recruit to posts higher than Band 10 had become increasingly difficult due to wider market circumstances as evidenced by recent recruitment campaigns. Ultimately this could impact on the Council's ability to deliver on the corporate priorities and for some roles may impact statutory service

delivery. Feedback from recruitment agencies is that with an increasingly competitive market and some people choosing to opt for consultancy day rates rather than a permanent position means that at times the Council is not able to compete with the market. It is proposed that the use of the current Market Supplement policy should be extended to include Bands 11 and 12.

It is proposed that in exceptional circumstances and only where evidenced, that the Chief Executive in conjunction with the S151 Officer and in discussion with the relevant Portfolio Holder, could agree to an increased percentage over and above the agreed 10% limit in the current policy. This increased percentage would not exceed 15% and would apply to all posts up to and including band 12. The increased percentage might be applicable for specialist roles, where there was exceptional market demand, for example in Fire Safety, where the market was very competitive in both the public and private sector.

It was emphasised that whilst market supplements were necessary under some circumstances, market conditions were always changing and it was important that there was a 12 month review.

**RECOMMENDED:**

***That the proposed changes to market supplements as set out in the Report 7 of the HR Committee agenda, be approved.***

**3. PROPOSED CHANGES TO BANDS 1-4 (MINUTE NO 26)**

The Committee has considered a number of changes in the pay structure for Bands 1-4 which were proposed for implementation from 1st October 2022.

In addition, the current Employers side offer in the national negotiations stands at £1,925 on each spinal column point. It was proposed to implement this, backdated to 1st April 2022 for bands 1-4 to assist our lowest paid employees.

At its meeting, the Committee endorsed the proposal that the Leader and Chief Executive commence a dialogue with the regional union representatives, with a view to gaining their support for the proposals recommended within Report 12 of the HR Committee agenda.

**NOTES:**

The outcome of this dialogue confirms that the unions anticipate the national pay negotiations concluding by the end of October. In light of this, the preference is to wait for this national agreement and then reflect the pay award to all staff at the earliest opportunity thereafter.

The other proposed changes to bands 1-4, outside of pay award, will now be picked up in a separate report to the next HR Committee, which will consolidate proposed changes across the entire NFDC pay spine, maintaining an 'effective from' date of 1st October 2022.

Therefore, there are no recommendations to Council on this item.

**COUNCILLOR E HERON  
CHAIRMAN**