

Decision under Delegated Powers

Officer Making the Decision

Head of Planning and Regeneration

Recommendation

That a market supplement of £4k be approved for Post M201 to be paid annually for three years from the commencement of the new post holder.

Reason

To ensure that the post is competitive in the current job market and suitable candidates are attracted to the post.

Authority for Decision

Heads of Service have authority for this decision in line with part 8.3 and section 8.1 of the constitution:

- (iv) the performance of any action for which he or she is specified as responsible in any policy, procedure or other document approved or adopted by the Council or a Committee of the Council, the Cabinet or a Committee of the Cabinet or by an officer acting under delegated powers and making minor corrections to approved documents where the intention is clear;

Decision and Date

Background

Post M201 Group Leader Development Management is a senior post in the council and responsible for the day to day management of the following functions: Development control, Building Control, Planning Enforcement, Planning admin (including street naming and numbering, land charges and customer support and performance)

Post M201 became vacant in February 2014. Two attempts have been made to fill the post following a recruitment exercise. The standard of candidates was poor in the first round (March 2014) and the second round (May 2014) only attracted one candidate, who had been interviewed previously and found to be inexperienced.

Attempts to recruit an interim manager have also fallen short and it has so far not been possible to get anyone to take up post despite ongoing attempts since February 2014.

An assessment of pay in the marketplace has been undertaken. This is a difficult exercise as rarely are two local planning authorities structured in the same way.

Evidence gathered from across Leicestershire shows variable pay rates for similar posts but none are directly comparable. Leicester City Council and Harborough District Council pay the most albeit the roles they have the least breadth. Melton pays the least and covers a range of activities not usually associated with this type of post. Charnwood is competing with the City and other districts immediately surrounding Leicester as well as other LPAs across the East Midlands.

Research of comparable jobs elsewhere shows a generally quiet market place and only one post being advertised outside of London or Wales (where the market tends to pay less). This post at Suffolk Coastal and Waveney District Council is the closest benchmark but does not include responsibility for Building Control. This post is being advertised at up to £45k.

In the context of the evidence available, the lack of success in attracting suitable candidates, with the breadth of the post and as one of the largest district Councils in England it is suggested to be competitive the pay rate should be in the region of £46k per annum. This would require a market supplement of £4k.

Comments from HR

HR Advisor: *Anna Cairns (7/7/14)*

I have advised on the Market Premia/Supplement Policy and Richard is aware that this supplement can only be paid for 3 years. I also feel that Richard has carried out some very detailed market analysis of similar roles.

HR seen recommendations Yes

Financial Implications

A market supplement of £4k per annum has a cost of £12k over three years. This can be met from the existing salary budget P499 A0101 from the under spend in Post M201 during 2014/15 and the shortfall met by freezing vacant hours in Post P430 Development Management Technician (searches) as required for the duration of the market supplement.

Risk Management

Risk Identified	Likelihood	Impact	Risk Management Actions Planned
There is a risk of reputational damage as a consequence of a lack of sustained management of staff to process planning and building control applications.	Probable	Major	Provide market supplement

Key Decision: No

Background documents:

1. Suffolk Coastal and Waveney District Council Job description
2. Market supplement form (appendix A from policy/procedure)