

## Decision under Delegated Powers

### Officer Requesting Decision

Head of Planning and Regeneration

### Officer Making the Decision

Head of Paid Service

### Recommendation

That a market supplement of £4,000 pro rata be applied to Post M200 Group Leader Plans Policies and Place for a three year period from appointment.

### Reason

To make the post more attractive to prospective candidates in the market place.

### Authority for Decision

Head of Paid Service has authority to exercise discretion subject to the Officer Employment Procedure Rules and to any right of appeal which may be applicable, to undertake staff management, disciplinary and capability matters and dismissal, including the application of staffing related policies, the exercise of discretion in the application of those policies and the settlement of employee claims against the Council, except insurance claims.

### Decision and Date



*Approved 29<sup>th</sup> October 2021*

### Background

The post holder of the Group Leader Plans Policies and Place (Post M200) resigned on 15 October 2021 having been in post since June 2019. The officer has been working at Charnwood for 13 years having progressed through the ranks supported by the Service's succession plan. The officer is leaving to take up a role in the private sector.

The resignation has come at a crucial point in the process of preparing a new local plan for Charnwood with the plan about to be submitted to government for the examination in public, which is expected to commence in February/March 2022. The post holder has a deep knowledge of local and strategic issues and of the local plan process that will be lost when she leaves in January 2022.

Arrangements are in place to commence the recruitment of a new officer to the post with minimal delay. However, the market is untested and uncertain. It is widely recognised there is a shortage of professional planners at this level and expertise and the market is competitive both in the private and public sectors. There is a significant risk that the change in leadership will adversely affect the council's performance at the EIP and a substantial risk that if recruitment is not successful first time that this will lead to adverse outcomes. These risks will be added to the risk register for the local plan project.

It is therefore considered prudent to offer a market supplement to stimulate interest, incentivise job applications and manage EIP risk. It is thought this measure will encourage applications from experienced local plan professionals and leaders who are more likely to have expertise to progress the plan immediately and confidently. If a suitable candidate can be secured from this recruitment cycle then it is likely this will reduce the duration and cost or interim support.

### Market Supplement

Post M200 is graded at JNC A (SCP 50-53 = £48,519-£52,684). It is proposed to offer a supplement of £4,000 per annum pro rata which will raise the remuneration into the equivalent of the next grade JNC B (SCP 54-57 = £53,941-£57,943) for a temporary period of three years. This is intended to reflect the level of risk associated with the post.

The Strategic Director of Planning, Housing and Communities and HR have been consulted on the Market Premia questionnaire completed in pursuance of the policy. It is noted that the proposal will raise the salary deeper into Head of Service level of pay (albeit for a temporary period) and that the policy requires evidence that recruitment has failed before applying the supplement.

### **Comments from HR**

HR Advisor: Shaminul Choudhury (22/10/21)

Summary of Comments from HR: It is my understanding that the policy for Market Premia has not been followed in this instance but we accept this is a senior management decision.

(Additional Note: Anna Cairns (25/10/21)

It is accepted that the Policy hasn't been fully followed, and the associated risks have been outlined to Management).

### **Financial Implications**

*The market supplement will cost £4000 a year pro rata which can be met from budget in P330 A0101.*

## Risk Management

Risk Identified	Likelihood	Impact	Overall Risk	Risk Management Actions Planned
That the market supplement does not improve interest in the post	Likely (3)	Serious (3)	Moderate (6)	Consider raising the market supplement amount. Consider other financial incentives

Key Decision:  
Background Papers:

No  
Market Premia questionnaire