

## 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 M201 Group Leader Development Management 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 7<sup>th</sup> December 2021*

### Background

The post holder of the Group Leader Development Management (Post M201) resigned on 25 November 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 challenging time and during the implementation of a recovery plan following significant service pressures. The post holder has a deep knowledge of local and strategic planning issues in Charnwood which will be lost when she leaves in February 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. Officers are mindful of the history of vacancy in this post dating back to 2014 and the importance of recruiting an officer with sufficient experience to lead this busy and challenging service area. There is a significant risk that the change in leadership will adversely affect the planning authority's statutory performance and a substantial risk that if recruitment is not successful first time that this will lead to adverse outcomes and a further decline in staff morale and well-being.

It is therefore considered prudent to offer a market supplement to stimulate interest, incentivise job applications and manage business 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 of interim support.

#### Market Supplement

Post M201 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: Anna Cairns (3/12/21)

Summary of Comments from HR: It is understood that the Market Premia requirements have not been followed regarding this post, but a decision has been made to proceed outside of the policy and this is approved by the Chief Executive. Therefore, the normal recruitment process should be followed to ensure the salary specified in the Market Premia payment as a separate element.

## Financial Implications

*The market supplement will cost £4000 a year pro rata should be met from budget in P499 A0101 Development Control Salary Vacancies for the 3 years if the vacant posts arise, if not then a virement from other Planning Salary Budgets or Non pay budgets will be required to cover these costs each year. This will not be an increase in the base budget.*

## Risk Management

<b>Risk Identified</b>	<b>Likelihood</b>	<b>Impact</b>	<b>Overall Risk</b>	<b>Risk Management Actions Planned</b>
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
That the decision will lead to requests for parity from other post holders in the Council	Likely (3)	Significant (2)	Moderate (6)	Consider developing a policy to manage the impact of market dynamics on recruitment.

Key Decision:  
Background Papers:

No  
Market Premia questionnaire