

TRAFFORD COUNCIL

Report to: Council
Date: 18th March 2020
Report for: Approval
Report of: Sara Saleh, Corporate Director of People

Report Title

Revised remuneration package for the Director of Development post.

Summary

This paper provides Council with information relating to the proposal that was agreed at Employment Committee on 2nd March 2020 to pay a market supplement to the Director of Development post given recent recruitment difficulties.

Recommendations

To approve a payment of a salary of £105,000 p.a. in relation to the post of Director of Development (to be appointed at Director grade SM3A with a market supplement) as recommended by Employment Committee on 2nd March 2020.

Contact person for access to background papers and further information:

Name: Angela Beadsworth
Extension: 1291

Background Papers: None

Relationship to Policy Framework/Corporate Priorities	The information provided within the report supports delivery of the investment strategy that underpins our corporate priorities.
Financial	Our financial and investment strategy sets out a sustainable income stream that supports local services from an economic and social perspective.
Legal Implications:	Not applicable
Equality/Diversity Implications	Not applicable
Sustainability Implications	Not applicable
Staffing/E-Government/Asset Management Implications	Not applicable

Risk Management Implications	Not applicable
Health & Wellbeing Implications	Not applicable
Health and Safety Implications	Not applicable

1. Background

1.1 The Council has continued to build on its overall approach to investments in an effort to strengthen our financial resilience over the next few years. The investment strategy has resulted in an alternative solution that can be used to address future budget gap, using resources to drive regeneration across the borough and GM so there is a sustainable income stream that supports service delivery.

2. The proposal

2.1 A new in house Development Team has been established within the Place directorate, reporting to the Corporate Director for Place. The team is responsible for taking forward all Council development activity, both direct delivery and management of external contracts, working collaboratively with internal and external partners to aid delivery, including with the One Trafford Partnership property team.

2.2 The Director of Development is a key member of the Place Shaping Board to ensure that development activity is in line with strategic place shaping activity.

2.3 Within the last few years, our investment strategy has been progressing and we have tried on three separate occasions to recruit to the Director of Development role on a permanent basis.

2.4 Following the inability to recruit to this post, a recent benchmarking review of similar posts across GM and more widely was undertaken. The review suggests that there is a variety of remuneration arrangements over £100,000 in place with recruitment and retention difficulties also being experienced across this specialist sector.

2.5 The proposal is to revise the salary level for the Director post that is currently in place at level SM3 A (c£90,000 max) and to pay a market supplement payment of £15,000 so the total package is equivalent to a salary level of £105,000 to attract a suitably qualified and experienced individual to lead and deliver our investment strategy.

2.6 Costs of this post will be met in full by the capital programme

3. Recommendation

3.1 Council is recommend to approve a payment of a salary of £105,000 p.a. in relation to the post of Director of Development (to be appointed at Director grade SM3A with a market supplement) as recommended by Employment Committee on 2nd March 2020.