

TRAFFORD COUNCIL

Report to: Council
Date: 13th October 2021
Report for: Approval
Report of: Sara Saleh, Deputy Chief Executive

Report Title

Salary and benefits package in excess of £100,000

Summary

This report details a Director salary and benefits package that is going to exceed £100,000 for a temporary period. This is vital to ensure that the Council continues to have a robust approach to the pandemic response and recovery planning.

Recommendations

To recommend to Council that it approves the salary and benefits package for the Director of Public Health as set out in the report.

Contact person for access to background papers and further information:

Name: Sara Saleh
Extension: 4009

Background Papers:

Employment Committee paper 'Salary and benefits package in excess of £100k – 28th June 2021.

Relationship to Policy Framework/Corporate Priorities	This supports 'Health and Wellbeing' but also impacts on the other Corporate Priorities.
Financial	Covered in the body of the report.
Legal Implications:	Under the Constitution pay and benefits packages in excess of £100,000 must be considered by the Employment Committee and approved by Council.
Equality/Diversity Implications	Not applicable.
Sustainability Implications	The additional commitment from this Officer is

	pivotal in the Council discharging it's duties during the pandemic.
Carbon Reduction	Not applicable.
Staffing/E-Government/Asset Management Implications	Not applicable.
Risk Management Implications	The additional commitment from this Officer is pivotal in the Council discharging it's duties during the pandemic.
Health & Wellbeing Implications	The additional commitment from this Officer is pivotal in the Council discharging it's duties during the pandemic.

1.0 BACKGROUND

- 1.1 The Council has been responding to the Covid-19 pandemic since March 2020 and front and centre of our response has been the Public Health Team led by the Director of Public Health.
- 1.2 There has been a huge amount of pressure on the Public Health team – this has led to changes to the service's resourcing model to ensure that they have been able to meet the challenges, whilst also preventing overworking and the risk of burn-out, as the demands have continued for an unexpected and unprecedented period of time.

2.0 ROLE OF THE DIRECTOR OF PUBLIC HEALTH

- 2.1 Our Director of Public Health has taken on additional work, including responsibility for an expanded team and also ensuring that there is senior expertise, to be delivered over extended hours to ensure 7 day support is in place.
- 2.2 In order to recompense for the additional responsibilities and providing 7 day cover, an honorarium payment was put in place initially from 1st September to 31st December 2020. As the pandemic pressures continued this has been extended for successive 3 month periods; it ended at the end of September 2021 as we moved into recovery phase.

3.0 STATUTORY POSITION IN RELATION TO SALARY PACKAGES OVER £100,000

- 3.1 Under the terms of the Localism Act 2011 all councils are obliged to approve and publish a Pay Policy Statement on an annual basis and to comply with Government Guidance in relation to pay and benefits. The guidance supporting the Pay Policy provisions requires that councils seek approval of payments of

salary and benefit packages or termination payments in excess of £100,000. This guidance is reflected in the Council's constitution which requires that all pay and benefits packages in excess of £100,000 are approved by Council, with a referral to Employment Committee in the first instance.

- 3.2 The Director of Public Health is currently on a salary of £97,612.50, and in addition to this, has been in receipt of an honorarium payment of £250 per month since 1st September 2020 in recognition of the additional duties and responsibilities she had been obliged to undertake. This means that if the honorarium payment is extended for a further period (full period - 1st September 2020 to 31st August 2021), over the 12 month period, the salary package will be £100,612.50.
- 3.3 It should also be highlighted that the national pay bargaining process is currently taking place between the relevant employer's organisation and the Trade Unions for each staff group's Joint Negotiating Committee (JNC). Ideally annual pay settlements are implemented in the April of each year, but often, and as is the case this year, it takes longer to reach agreement and so they are effected later in the year. Once agreed, pay increases are back-dated to the 1st April. Presuming there is a pay increase in 2021/22, and this is applied to the role in question, it is likely to take the salary package further over the £100,000 level.
- 3.4 Due to the unprecedented circumstances the Council had been in over the last 19 months, it has been vital that our Public Health Service has been shored up in order to enable the Council to discharge its statutory duties and deliver on its Corporate Priorities.
- 3.5 To be in a position to do this, the salary package of our Director of Public Health has been temporarily enhanced to recognise the essential advice and guidance they provide the Council with, and for working extended hours, often late into the night and at weekends, so that essential services can continue to be delivered safely to our residents.
- 3.6 Now that we are back in the recovery phase in a more stable position in relation to the pandemic, the salary package has reverted back to the normal annual salary. However, the honorarium pay extension, will take the pay and benefits package they receive to just in excess of the £100,000 level. It should also be noted that the salary may rise about the £100,000 level in the event that there is a pay award due to the application of national pay awards as described in para 3.3.
- 3.7 A paper was taken to Employment Committee on 28th June 2021 and the recommendation was approved for the matter to be taken to Council to ratify the decision.

4.0 RECOMMENDATION

- 4.1 Council are asked to note the contents of this report and to approve the salary and benefits package for the Director of Public Health as set out in the report.