

Appendix 8 (Exempt)

This appendix contains personal information and therefore is an exempt by virtue of paragraph(s) 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

1.0 Request for Early Retirement

1.1 The Executive Director of Strategy has requested early retirement with employer consent. The Council has a duty to consider this request.

2.0 Proposal

2.1 Having regards for all the circumstances including the best interests of the Council it is proposed to agree to this request for early retirement.

2.2 This request provides an opportunity for the Council to make some changes to managerial arrangements in the strategic hub and also achieve a reduction in salary costs. There is an opportunity to refocus the lead strategy role in the Council and its work with partners.

2.3 As set out in the body of the report, it is proposed that the Director for Care and Health will move out of the hub and report directly to the Chief Executive. The Director for Children already reports directly to the Chief Executive on an interim basis and this arrangement will continue.

2.4 It is proposed that the Executive Director role will therefore be re-designated as Director of Strategy and Partnerships at a lower level.

2.5 This variation may ordinarily present some risks to the Council in employment terms. The early retirement request is timely and has provided an opportunity to refocus this role. There are no severance costs associated with the request for early retirement. There would be a significant difference in costs to the Council arising from release of pension when that is part of a redundancy situation.

2.6 The Council has undertaken some benchmarking of similar roles at Director level. Advice from the Executive Recruitment Consultancy, Penna has advised that a competitive market rate for this role would be circa £110,000. Therefore it is proposed the salary range for this post is Director 1 (£103,606-£115,117). This is at a lower level than the current post.

2.7 An external recruitment process, (assuming a standard notice period of a successful candidate at this level) may take around 6 months which is a further cost saving. However, there would need to be some management arrangements in place in the hub and therefore it is proposed that there would be an opportunity for a 6 month internal acting up at Director 1 level.

2.8 The strategy role will require a strong relationship leader and this role may be attractive to candidates looking for a future senior leadership role in the sector.

2.9 It is therefore proposed to advertise this post at this level.

3.0 Summary of costs

	Costs
Cost to employer of Pension Release with employer consent under '85 year rule'	£105,000

3.1 In year saving

	Salary	Oncosts
SD post vacant for 6 months until Director of Strategy & Partnerships appointed Jan 2018	(£62,167)	(£79,389)
Cost of acting up for 6 month period to D1 level (approximate)	£12,000	15,000
Saving	50,127	£64,389
Net cost to the Council of early release		£40,612

3.2 Revenue Saving

Executive Director of Strategy (SD)	£124,255	£158,177 (inc on costs)
Director of Strategy and Partnerships	£115,117	£146,544 (inc on costs)
Ongoing saving	£9,138	£11,633 (inc on costs)

4.0 Recommendations

That Employment and Appointments Committee is requested to:

- 4.1 Agree to request for Early Retirement with employer consent from the Executive Director of Strategy
- 4.2 Agree to recruit immediately to the post of Director of Strategy and Partnerships at salary D1 ((£103k-115k)
- 4.3 Agree that the arrangements set out in Para 2.2 to 2.5 of the report are applied to this post
- 4.4 Consider lifting the exemption relating to this appendix and publish relevant information including financial implications and costs of pension release in the minutes of the meeting if recommendations 4.1 – 4.3 directly above are agreed.