

## COUNCILLOR KEN WALKER

Our Ref: KW/MEH/LONG3 20.12.05

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Mr Richard Long  
Director of Legal & Democratic Services  
Middlesbrough Council

Dear Mr Long

Further to my call-in of the Executive report dated 15 December 2005, headed JNC - RECRUITMENT & RETENTION - Individual Middlesbrough Council Executive Member, The Mayor Ray Mallon, I request that the following comments are included in the report to the Overview & Scrutiny Board.

- (A) How many other posts below the Chief Executive and the four Executive Directors (JNC) have been awarded salary increases, with the authority of the Chief Executive or her representatives outside the normal annual wage awards in the last three financial years?
- (B) Why was this very important and understandably controversial report not sent to Middlesbrough Council's full Executive, thus avoiding unnecessary criticism and enabling all Executive Members to openly participate? This would have also allowed the relevant Executive Members with responsibility for the respective Executive Directors, to give their reasons for support of such substantial salary increases, if indeed they do support these salary increases.
- (C) Did any of the Council's private informal executive meetings discuss these salary increases prior to 15 December 2005 public meeting, 'behind closed doors'?
- (D) Were all four political party leaders and independents consulted by the Mayor and the Chief Executive? If not, why not?
- (E) Were the implications and justifications for such a massive salary increase formally discussed with the full CMT? Was each Executive Director and the relevant Executive Member/Members consulted and their views recorded prior to this report being submitted to the Mayor on 15 December 2005?
- (F) Do these decisions contained in the report give the Chief Executive and the Mayor powers to increase these and other chief officers salaries even further without consultation with party leaders or their representatives or referral to Full Council?

- (G) Was the Chairman of Overview and Scrutiny consulted prior to this report being presented to the Mayor on 15 December 2005? If yes, is there any written comments in support or against these salary increases from the Chairman of Overview and Scrutiny?
- (H) Can the Overview and Scrutiny Board call-in, please be given the names of the local authorities used as examples to justify the Executive Directors' salary increases and the job descriptions those salaries refer to?
- (I) Why did Middlesbrough Council refuse to give details of senior officers' salaries, including the Chief Executive, to the Sunday Sun just one week before this report was circulated?
- (J) Was the Middlesbrough Council Joint Trade Union Committee informed and consulted on the Mayor's intention to increase the salaries of his four Executive Directors at a time when massive salary reductions of between 1% and over 30% are still the subject of Middlesbrough Council's very controversial and sensitive job evaluation programme? If the answer is yes, are there any written responses available from any union representatives, other than the comments reported in the local media?
- (K) In the light of recent tribunal rulings relating to Redcar & Cleveland Council's equal pay policy, that could mean hundreds of thousands of pounds more to be paid in compensation/equal pay claims here at Middlesbrough Council. Surely we must not and cannot be seen as being extravagant at the top end of our employees' salary scale, yet, at the same time, requesting hundreds of our employees to take savage wage cuts, justified in the name of job security. I trust that the Overview and Scrutiny Board here at Middlesbrough Council will therefore recommend to the Mayor that he defers his decision of 15 December 2005. I recommend also that any future Executive Directors' salary increases are linked to negotiated financial stability, safeguarding national and local terms and conditions for all other Middlesbrough Council employees. This can only be achieved when all outstanding INTERNAL AND EXTERNAL appeals on Job Evaluation and equal pay are completed.

I also attach **Appendix 1** (which I understand is the most recent advice issued to Chief Executives and members of the JNC) **Pay Structures for 2004/07 of the Joint Negotiating Committee for Chief Officers of Local Authorities and the Joint Negotiating Committee for Chief Executives of Local Authorities**. These provide details of the recommended annual percentage increases and basic salaries.

Yours sincerely

Councillor Ken Walker  
LABOUR COUNCILLOR FOR GRESHAM WARD

Copy to: Peter Clark, Senior Scrutiny Officer