

OVERVIEW AND SCRUTINY BOARD

31 JANUARY 2006

OUTCOME OF CALL-IN: JNC RECRUITMENT AND RETENTION

PURPOSE OF THE REPORT

- 1 To report the outcome of the special meeting of Overview and Scrutiny Board (OSB) held on 9 January 2006 which was called to review the key decision made by the Mayor on 15 December 2005, in accordance with the Authority's call-in procedure.

BACKGROUND INFORMATION

- 2 As Members will recall, the call-in procedure was recently instigated, following a decision undertaken by the Mayor on 15 December. The decisions were as follows:
 - i) That the regional survey of comparable executive director posts be updated to reflect the position at December 2005;
 - ii) That a 3-point scale based on an average of comparable posts be established for executive directors from January 2006, subject to the Mayor's approval of the detailed scheme;
 - iii) That regional salary rates for support service directors and head of service posts be kept under review by the Chief Executive. Similar principles to be applied only if circumstances merit this, if proposals are affordable and with the approval of the Mayor plus relevant portfolio holder as to detailed proposals; and
 - iv) That the post of Assistant Chief Executive (Performance and Policy) be deleted from the establishment.
- 3 Subsequently a special meeting of the OSB was held on 9 January 2006 to allow the Board to review the decision taken.

OBSERVATIONS

- 4 The Overview and Scrutiny Board discussed at length the premise of the decision and the level of research and comparisons undertaken to align with regional competitors. Emphasis was placed on the need to retain experience and the Board recognised the rationale of this objective.
- 5 The Board was appraised that while the review of Service Director salaries coincided with the Council's job evaluation programme, these were two entirely different exercises and consequently it was inappropriate to draw any correlation.
- 6 The Board discussed the information presented and each member conveyed to the Board their individual assessment of the evidence provided. As Board members views differed on a proposed course of action the Chair invited each member to indicate their decision. Members voted with 3 for referral back, 2 for non-referral and one abstention.

CONCLUSION

- 7 The OSB recognised that the operation of the Council today and in the future is and will be substantially different from those of previous years. In this regard market forces have an effect on recruitment and retention and such factors need to be appreciated. The Board appreciated that there was no link between job evaluation and this review, however the Board did conclude that on this occasion that they would formally refer the decision back to the Mayor for his reconsideration.

RECOMMENDATIONS

- 8 The Overview and Scrutiny Board are referring back to the Mayor to reconsider the decision for the following reasons.
 - That the decision had been taken too hastily.

**COUNCILLOR MICHAEL CARR
CHAIR OF THE OVERVIEW AND SCRUTINY BOARD**

Contact Officers:

Peter Clark – Senior Scrutiny Officer, Performance & Policy Directorate

BACKGROUND PAPERS

The following background papers were used in the preparation of this report:-

- (a) Report of the Senior Scrutiny Officer entitled 'Call-In: JNC RECRUITMENT AND RETENTION to the Special meeting of the Overview and Scrutiny Board of 9th January 2006.
- (b) Report of the Chief Executive Re RECRUITMENT AND RETENTION 15th December 2006.

