

BRISTOL CITY COUNCIL

HUMAN RESOURCES COMMITTEE

For Resolution

Thursday 8th October 2009

Report of: Service Director: Strategic HR & Workforce Strategy

Title: Market Supplements

Ward: City Wide

Officer Presenting Report: Mark Williams, Service Manager:
Corporate HR

Contact Telephone Number: 0117 92 24838

RECOMMENDATION

The report is submitted to this Committee for:-

- (i) Members' information, and
- (ii) to approve an amendment to the pay policy as set out in paragraph 4.2, below

Summary

Summary of Market Supplements currently being paid in accordance with the Council's policy, which is summarised in paragraph 1.2 below.

The significant issues in the report are:

There are currently three market supplements being paid to Officers in City Development, one to an Officer in Resources, and a further six in Health & Social Care – details in Appendix A

1. Policy

- 1.1 Market Supplements are paid in response to skills shortages, where a need for a particular skill has arisen and it has not been possible to recruit to the post within the normal pay structures.
- 1.2 This Committee has agreed that market supplements can be awarded on the following basis:-

i) Where from available job advertisement information it is considered that the pay for a post is unlikely to attract candidates of sufficient calibre, experience and qualifications it would be appropriate to apply market forces supplements which in pay terms are validated by an independent, accredited pay research organisation.

ii) The service director will have explored and (where relevant) implemented other structure, career grade, and job design/evaluation alternatives, which may result in improvements in the pay/grade of the 'hard to fill' post concerned

iii) A "risk assessment" will have been carried out to ensure that the above criteria have been objectively applied and are not based upon gender, race, disability, age etc.

iv) Have obtained legal views that any change in pay can be justified in terms of a genuine material factor defence.

- 1.3 Market supplements are approved by this Committee for 1st and 2nd tier officers, and under Head of Paid Service powers delegated to the Service Director: Strategic HR/WS.

2. Consultation

2.1 Internal

Not applicable.

2.2 External

Not applicable.

3. Context

- 3.1 Market supplements are currently being paid to a small number of posts in the City Council, as set out in Appendix A.
- 3.2 Market supplements are recommended by/validated against external market pay levels for specific job types, by a pay research organisation.
- 3.3 Current expenditure on market supplements is £47,000 per year including overheads.

4. Proposal

- 4.1 In relation to posts at 1st and 2nd tier level, it is considered appropriate to accept the views of the external recruitment adviser who has been contacting potential candidates, and has undertaken market research regarding pay levels. These outcomes are reported to the Selection Committee, and would be reported to this Committee for information thereafter.
- 4.2 Therefore the current policy statement (as per paragraph 1.2(i) above) should be amended to include ... “and/or the recruitment adviser acting for the Council regarding appointments at senior management level. Any “market supplement” approved on this basis by the Selection Committee and the “Head of Paid Service”, for 1st or 2nd tier posts, will be reported to the HR Committee thereafter, for ongoing monitoring and review”.
- 4.3 You are asked to note the payments that are currently paid to staff.

5. Other Options Considered

- 5.1 This report responds to a request from Members for an update regarding employees who currently receive market supplements. Other options are not therefore applicable.

6. Risk Assessment

- 6.1 The payment of a market supplement is determined on a case by case basis in accordance with the Council's Pay Policy. The criteria are set out in paragraph 1.2 above.

7. Equalities Impact Assessment

7.1 N/A

Legal and Resource Implications

Legal

None sought as the report is for information.

Financial

(a) Revenue:

None sought as the report is for information.

(b) Capital:

N/A

Land

N/A

Personnel

As set out in paragraphs 4.1 to 4.3 of this report.

Appendix

Appendix A – Summary of Market Supplements as at 31.7.09

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 Background Papers:

None

Market Supplements

Summary of Market Supplements as at 31.7.09

Health and Social Care

Job Title	From	To	Reason
Manor Park Hospital – Forensic Social Worker	11.8.08	Review after three years	Could not recruit/retain.
Manor Park Hospital – Forensic Social Worker	11.8.08	Review after three years	Could not recruit/retain.
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Manor Park Hospital – Forensic Social Worker	11.8.08	Review after three years	Could not recruit/retain.

Authorised by: C Reynell – Acting Strategic Director Resources

City Development

Job Title	From	To	Reason
Service Director - Transport	Date of appointment	Review after three years	Could not recruit
Service Manager - Engineering	09.07.07	Review after three years	Could not recruit
Service Manager - Traffic	25.06.07	Review after three years	Could not recruit

Authorised by : HR Committee decision

Resources

Job title	From	To	Reason
Strategic Director - Resources	13.07 2009	To be reviewed annually from date of appointment	Could not Recruit

Authorised by: HR Committee decision

NB:- Market supplements are not being paid to any employees in the Children & Young People's Services, Neighbourhood Services & Transformation Directorates.