

BRISTOL CITY COUNCIL

Human Resources Committee

28th February 2013

Report of: Graham Sims, Interim Chief Executive

Title: Market Supplement

Ward: n/a

Officer Presenting Report: Graham Sims, Interim Chief Executive and/or Rachel Falla, People Business Partner

Contact Telephone Number: x22215

RECOMMENDATION

That HR Committee authorise a market supplement of approximately £13,500 per annum (18% of salary) to the vacant post of Commercial Director for Energy. The post was evaluated at HAY O - £64,929 to £71,479 per annum last year. The supplement enables the salary to be fixed at £85k and for the Council to appoint successfully to the role.

The post is a fixed term appointment of up to 3 years, which matches the duration of market supplements.

Summary

In August 2012, HR Committee approved the establishment of the Commercial Director post on a salary of HAY O for a fixed term basis of up to 3 years. This post is funded by the European Investment Bank in Belgium

Following a comprehensive and labour intensive advertising and executive search process by Harvey Nash we attracted a small number of suitable candidates but failed to appoint for two reasons (i) because of political uncertainty regarding future Mayor and (ii) salary.

In the early stages of the campaign Harvey Nash were clear that we were offering way below the market rate and advised us that we should fix our salary at £100k. At the time Senior Management decided to conclude the recruitment campaign.

The significant issues in the report are:

Fixing the salary at £85k will enable us to appoint the preferred candidate in the last recruitment campaign immediately.

This is a critical post to the Council to deliver the Energy Programme.

1. Policy

1.1 Please refer to the Hard to Fill posts - Market Supplement section of the Pay Policy which gives HR Committee discretion to award a Market Supplement of up to 15% following a failed recruitment campaign. In this case we ran a national advertising campaign and an executive search process and received market research advice that the post would need to be pitched around £100k to successfully appoint.

2. Consultation

2.1 Internal

The original recruitment and selection panel have been notified of this report and our wish to make another offer to the top performing candidate. They are happy to support this decision.

2.2 External

Not applicable. If HR Committee approve the market supplement and a further offer of employment we will need to notify the Executive Search organisation and pay the final fees of the search contract.

3. Context

3.1 The market supplement will enable us to employ our preferred candidate and deliver the benefits associated with the Energy Programme.

4. Proposal

4.1 As above.

5. Other Options Considered

5.1 Going through a further recruitment campaign based on current salary is unlikely to be successful.

5.2 A further recruitment campaign with the market supplement will incur additional search costs (in excess of Harvey Nash's fees). We will also lose approximately 4-5 months going through a procurement and

executive search process.

6. Risk Assessment

- 6.1 This is a high profile programme which is expected to deliver significant benefits City Wide. This post is critical to the success of this Programme.

7. Public Sector Equality Duties

- 7a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to -
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
 - tackle prejudice; and
 - promote understanding.
- 7b) An Equalities Impact Assessment is not applicable to an individual post.

Legal and Resource Implications

Legal

There are no legal implications in this report.

Liam Nevin, Service Director - Legal Services

Financial

(a) Revenue

The costs will be recovered against the relevant grant if the post is engaged wholly on the Energy Programme.

Claire Burston, Finance Business Partner

(b) Capital

Not applicable

Land

Not applicable

Personnel

Not applicable.

Appendices:

None

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None