



COUNCIL MEETING

21 March 2024

Senior Officer Pay Framework

Sheena Ramsey, Chief Executive

EXECUTIVE SUMMARY

1. The purpose of the report is to:
 - a) Share the challenges experienced when attempting to recruit to new Head of Function Roles across Integrated Adult Social Care (ASC) and Childrens Social Care & Lifelong Learning (CSC & LLL).
 - b) Approve a revised Senior Officer, pay framework which will enable a better, more sustainable, and positive approach to recruitment and retention to roles at this Senior level.

RECOMMENDATION

It is recommended that Council:

- i. Amends Senior Officer, Pay Framework as set out in the report to address the recruitment difficulties experienced.
- ii. Dates the implementation of the changes be from 1 April 2024.
- iii. Engage Senior Officers affected by the proposed changes with immediate effect.
- iv. Amends the Pay Policy to reflect the changes to the Senior Officer Framework
- v. Update all interested stakeholders including Trade Unions, Senior Officers, Payroll, HR, Finance etc. on the changes to the pay framework.