

CHIEF EXECUTIVE REMUNERATION COMMITTEE

5 December 2017 at 6.00pm

Present: Councillors Wotherspoon (Chairman), Clayden, Hitchins and Dr Walsh.

301. APOLOGY FOR ABSENCE

An Apology for Absence had been received from Councillor Chapman.

302. DECLARATIONS OF INTEREST

There were no Declarations of Interest made.

303. MINUTES

The Minutes of the meeting held on 13 December 2016 were approved as a correct record and signed by the Chairman, subject to the date of the meeting reading 2016 and not 2015.

304. CHIEF EXECUTIVE'S REMUNERATION FOR 2017/18

The Committee received a report from the Group Head of Corporate Support which summarised the information that Members of the Committee needed to consider in order to make recommendations on the remuneration of the Chief Executive for 2017-18 to Full Council.

The report provided information on current remuneration; the pay formula resolved at Full Council on 11 January 2017; salary comparisons; and an update on national pay negotiations.

The Chief Executive's salary was currently £117,011 and the Committee was reminded that at Full Council on 11 January 2017 it had been resolved to award the Chief Executive a one-off payment with effect from 3 October 2016 to bring the salary to a position of parity with comparator Chief Executives with this figure being £3,000. In addition to this one-off payment, the performance related pay, considered under exempt business, of 3% was agreed with this also being paid from 3 October 2016.

Chief Executive's (CEO)  
Remuneration Committee – 05.12.17

The Group Head of Corporate Support confirmed that following the Chief Executive Appraisal Panel held on 13 November 2017, the Leader of the Council had written to the Chief Executive confirming that the Appraisal Panel had agreed that his performance over the last year had achieved a final appraisal score of 3.5 out of 4. In looking at the performance bands agreed by the Appraisal Panel this band of performance equated to a 2.5% pay award. This information had been provided to the Committee as an Exempt item as it was personal to the individual [the Chief Executive] and so confidential to Members of the Committee only.

Looking at comparator salaries, for the last few years it had been clear that Arun's Chief Executive had been paid less than Chief Executives in comparator authorities. Following the awards made by Full Council on 11 January 2017, the Committee agreed that this no longer remained the position as the median across all authorities was £117,011 with the average being £117,689. It was also felt that the uplift of £3,000 paid in 2016 now provided a comparable salary with other Chief Executives from similar authorities.

The Group Head of Corporate Support outlined that the Chief Executive's salary was no longer linked directly to pay increases received by other local authority employees and so the Committee only needed to consider the percentage of performance pay to award.

Councillor Clayden then proposed the following recommendation which read "Following the Chief Executive's Appraisal held on 13 November 2017, the level of performance related pay for 2017/2018 be 2.5%." This recommendation was seconded by Councillor Hitchins.

In discussing the recommendation, the Committee unanimously agreed that the performance related pay should be 2.5% and that in line with what had been resolved at Full Council on 11 January 2017, this be paid from 3 October 2017.

The Committee then

**RECOMMEND TO FULL COUNCIL**

Following the Chief Executive's Appraisal held on 13 November 2017, the level of performance related pay for 2017/2018 be 2.5%. with this being paid from 3 October 2017.

305. COMPLIMENTS OF THE SEASON

The Chairman took this opportunity to wish the Committee and staff present a very Happy Christmas and New year.

(The meeting concluded at 6.12 pm)