



Cabinet (Resources) Panel

9 December 2014

Report title	Redesignation of Director of Pensions	
Decision designation	RED	
Cabinet member with lead responsibility		
Key decision	No	
In forward plan	No	
Wards affected	N/A	
Accountable director	Keith Ireland, Managing Director	
Originating service	West Midlands Pension Fund	
Accountable employee(s)	Keith Ireland	Managing Director
	Tel	01902 554500
	Email	keith.ireland@wolverhampton.gov.uk
Report to be/has been considered by		

Recommendation(s) for action or decision:

Cabinet (Resource) Panel is recommended to:

1. Recommend to Council redesignation of the Director of Pensions post to become Strategic Director – Pensions.
2. Recommend to Council the assimilation of the Director of Pensions into the Strategic Director pay grade at pay point 303 (£130,000).

1.0 Purpose

- 1.1. To outline the proposed re-designation and assimilation of the Director of Pensions post to Strategic Director – Pensions

2.0 Background

- 2.1 In March 2013 Council approved the Senior Pay Policy and Senior Management Terms and Conditions of Employment.
- 2.2 The approved Senior Pay Policy detailed the pay ranges for Lead Professionals, Assistant Directors and Strategic Directors as follows

Lead Professionals	Salary	Hay Grade	Local Pay Point
101	£63,750	12	62
102	£66,062	12	63
103	£68,374	12	64
104	£70,686	12	65
105	£73,000	12	66

Assistant Directors	Salary	Hay Grade	Local Pay Point
201	£78,500	13	67
202	£81,893	13	68
203	£85,287	13	69
204	£89,526	13	70
205	£94,500	13	71

Strategic Directors	Salary	Hay Grade	Local Pay Point
301	£123,757	14	72
302	£126,857	14	73
303	£130,000	14	74
304	£131,818	14	75
305	£133,500	14	76

- 2.3 The Director of Pensions is currently paid £122,850 which is outside of the agreed Senior Pay Policy.

3.0 Proposal

- 3.1 It is proposed to re-designate the post of Director of Pensions to Strategic Director – Pensions. The proposal will ensure equity between the pay of individuals undertaking jobs of a similar complexity.

3.2 Following consultation with the effected individual, the Senior Management Terms and Conditions of Employment will be implemented for the re-designated post of Strategic Director - Pensions to ensure equity of employment terms for all senior managers.

3.3 It is proposed that the current post holder is assimilated to the post of Strategic Director – Pensions effective from 1 January 2014.

4.0 Financial implications

4.1 The cost of the re-designated post, including employer's national insurance and pension contributions, is £172,000 per year, representing an increase of £9,000 per year over the current cost of £163,000. The total cost in 2014/15, including the period for January to March 2014, will be £111,000. This will be funded by the in-year under spend arising from staffing vacancies, which are forecast at over £400,000.

4.2 In 2015/16 the increase in salary costs will be reflected in the Fund's annual operating budget.

[DK/01122014/Q]

5.0 Legal implications

5.1 The Council is required to outline the Senior Pay Policy as described in the report approved by Council in March 2013. There is a clear risk of an equal pay claim which could not reasonably be defended if the pay increments are not awarded.

[KO/26112014/M]

6.0 Equalities implications

6.1 The job evaluation methodology as detailed in the Senior Pay Policy ensures that roles have been assigned appropriately.

7.0 Environmental implications

7.1 There are no environmental implications as a result of these proposals

8.0 Schedule of background papers

8.1 Council Report March 2013 – Senior Pay Policy and Senior Management Terms and Conditions of Employment.