

**STAFFING POLICY COMMITTEE**  
**8 JULY 2009**

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**RECRUITMENT OF A NEW CHIEF EXECUTIVE – SALARY RANGE**

**Purpose of Report**

1. The purpose of this report is for Staffing Policy Committee to consider the recommendation for the salary range for the post of Chief Executive of the new Wiltshire Council.

**Background**

2. A report to the new Cabinet on 23<sup>rd</sup> June 2009 outlined the proposals for the recruitment of a new Chief Executive. This report is attached.
3. At that meeting Cabinet agreed the following proposals: -
  - The appointment of an organisation to manage the executive search campaign and appointment for Wiltshire Council. It is recommended that Tribal are selected to carry out this search and appointment.
  - That Cabinet agree the development of a recruitment advertising campaign by the successful executive search organisation. It is recommended that HR & OD work with the successful executive search organisation to develop this campaign and agree the publications and websites to be used.
  - That Cabinet agree the appointment date for the new Chief Executive. It recommended that the executive search organisation selected produce a schedule to achieve an appointment by no later than 1<sup>st</sup> March 2010.
  - That Cabinet agree to the development of a new job description and person specification for the post of Chief Executive. It is recommended that HR & OD work with the successful executive search organisation to develop a job description and person specification for the post of Chief Executive to be approved by the Appointments Panel.
4. The report also contained a recommendation for the salary range for the post of Chief Executive. This recommendation must be considered by Staffing Policy Committee.

**Proposal**

5. It is proposed that Staff Policy Committee agree the salary range for the new Chief Executive post for Wiltshire Council. It recommended that the

Council maintains the existing salary policy to pay at the Median of the “Public Sector and Not for Profit” market. This would be a salary range of £171,000 to £189,000

### **Environmental Impact of the Proposal**

6. None.

### **Risk Assessment**

7. None.

### **Financial Implications**

8. The salary range for the existing Chief Executive (Wiltshire County Council) is £146,342 to £161,324. This salary is based on the Median of the “Public Sector and Not for Profit” market for jobs of equal size.
9. The recommendation represents an increase in the salary cost for the post of Chief Executive. However work has been undertaken to benchmark the salary range proposed against those for Chief Executive posts in comparable Councils. This information is contained in Appendix 1 of the attached report.

### **Reasons for Proposal**

10. To agree the salary range for the post of Chief Executive for the new Wiltshire Council, and enable the process to appoint to that post to commence.

### **Proposal**

11. For Staffing Policy Committee to agree the salary range of £171,000 to £189,000 for the post of Chief Executive.

**Barry Pirie**  
**Service Director HR & OD**

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***The following unpublished documents have been relied on in the preparation of this report:***

Hay Group Report – Senior Management Reward Arrangements at Wiltshire Council