

## APPENDIX C

### Harborough District Council and Melton Borough Council Strategic Partnership

#### Proposed Pay Policy

##### Spot Salaries

The spot salaries below are **inclusive** of the pay award approved on 28 November 2022

- Shared Chief Executive - £141,925
- Shared Deputy Chief Executive - £106,925

The spot salaries are not subject to incremental progression and would increase in line with the national pay award.

Spot salaries have been identified from a mid point range based on 2021/22 benchmarking undertaken by East Midlands Councils and an Independent Advisor

Grade	Point	Salary
Shared Chief Executive	1	£130,000
	2	£135,000
	3	£140,000
	4	£145,000
	5	£150,000
Shared Deputy Chief Executive	1	£95,000
	2	£100,000
	3	£105,000
	4	£110,000
	5	£115,000

##### Notes

1. The figures presented in the table are spot salaries which have been independently benchmarked by both the councils appointed Strategic Advisor and East Midlands Councils
2. The figures represent the 40<sup>th</sup> percentile of the benchmarked dataset comparisons.
3. The figures in the range above are **exclusive** of any pending pay award in relation to 2022/23.
4. The pay range above is designed to show a broad salary range should there be a requirement to recruit to either posts in the near future.

## Proposed Terms, Conditions and HR Policies

The following will be harmonised for the two Shared Chief Officer posts:

Appointment is in accordance with the Joint Negotiating Committee of Chief Executives and Chief Officers for Local Authorities' as supplemented by and/or varied by the Council's local rules and agreements

### **Leave**

27 days annual leave pro rata (increasing to 28 from 1 April 2023)

Additional 5 days leave following 5 years of continuous service

1 statutory day (usually taken at Christmas)

2 concessionary days (usually taken at Christmas)

### **Mileage**

All posts will be eligible for the essential car user allowance at a rate of £963.00 per annum

Rate per mile for first 8,500 miles pa – 40.9 pence

Rate per mile after 8,500 miles pa – 14.4 pence

Travel between home and work will not be reimbursed.

### **Place of work**

Each officer's contractual base will be at the employing council's offices however there will be a requirement to work at or from any other of the Melton Borough Council's (MBC) or Harborough District Council's (HDC) establishments or work remotely from home and other sites.

### **Working hours**

Whilst normal working hours are 37 per week, the nature of the post is such that it is not possible to determine a fixed working week. There is a requirement to work such hours as are reasonably necessary to undertake the duties of the post, the Councils' will be flexible with regard to working hours where possible to prevent excessive hours being worked. Flexi time and core hours are not applicable to these posts.