

Date: 3 June 2015

Item 8: Chief Officer Salary Reviews 2015

This paper will be considered in Public

1 Summary

- 1.1 A paper is included on Part 2 of the agenda, which contains exempt supplemental information. The information is exempt by virtue of paragraph 3 of Schedule 12A of the Local Government Act 1972 in that it contains information relating to the financial affairs of a person or authority. Any discussion of that exempt information must take place after the press and public have been excluded from this meeting.

2 Recommendation

- 2.1 **The Committee is asked to note the paper and the supplemental information on Part 2 of the agenda and consider base salary increases, with effect from 1 April 2015.**

3 Background

Market Benchmarking

- 3.1 On 19 March 2015, the Committee discussed the 2015 bespoke market benchmarking review for the Commissioner and Chief Officer roles undertaken by the external remuneration advisors, New Bridge Street (part of Aon Hewitt).
- 3.2 At the request of the Committee, the composition of the peer group for this review has included significantly more public sector facing organisations. The 'Combined Comparator Group' benchmark is calculated on the basis of a 60:40 split between a Listed Companies Group, consisting of a bespoke selection of large transport and infrastructure companies and a Publicly Accountable Group, consisting of a bespoke selection of companies accountable to the UK public, owned, or overseen by, the government, and with a degree of sensitivity around pay.
- 3.3 The detailed report by the external remuneration advisors (incorporated into the March 2015 Committee papers) indicated that base salaries of all Chief Officers are below the median benchmarked market level.
- 3.4 It was agreed at the last Committee meeting that having considered the views of the Committee on the benchmarking analysis the Commissioner would make recommendations at the next scheduled meeting on base salaries for the Committee's approval.
- 3.5 Proposals will be tabled in Part 2 of the meeting by the Commissioner, on or before the meeting.

List of appendices to this report:

Chief Officer Benchmarking paper submitted to the Committee on 19 March 2015

Supplementary information is provided in a paper on Part 2 of the agenda.

List of Background Papers:

None

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