

## **REMUNERATION COMMITTEE – 14 JUNE 2018**

### **GROWTH DEAL DIRECTOR**

#### **Report by Strategic Director of Communities**

#### **Introduction**

1. As part of the Growth Deal delivery a small team has been created to co-ordinate and drive the delivery of the Growth Deal programme on behalf of all the partners (all local authorities across Oxfordshire and OxLEP). This small group of people will ensure the programme is coherent and cohesive so that all elements fit together and deliver the best possible result. Whilst much of the delivery capacity is located within each of the partner organisations this small team is critical to bring efforts together to drive such an ambitious programme and keep it on track. The Deal is supported by a Capacity Building Fund which is intended to fund this sort of function throughout the period of the programme.
2. In March 2018, an overarching plan was agreed with Government. To ensure that all the activities fit together well and the plan is delivered, it is seen as critical to have a Delivery Director providing leadership across the whole programme. Benchmarking and market testing have been used to assess an appropriate salary for a post of this complexity and seniority with the recruitment process underway (Annex A provides details of this benchmarking)
3. A number of employment arrangements were considered by senior staff working on the Deal from across the partnership but it was concluded that rather than create a complicated arrangement it would be best for there to be one employer for this small core team. As Oxfordshire County Council is the Accountable Body, the preferred option was for this authority to take on the role of employer. It is for this reason that the report is being presented for approval. The proposal would see all these posts working for the Growth Deal Partnership employed with Oxfordshire County Council's terms and conditions, and policies and procedures applying. The costs, however, do not fall on the Council as they are funded from a Capacity Building Fund which is provided for this type of expertise.

#### **The Current Position**

4. This small core team capacity has been discussed and agreed by the Chief Executives who have determined that it is needed to co-ordinate and drive the programme. It consists of four posts to lead and co-ordinate each of the workstreams as well as the programme overall. In addition to these roles the post of Delivery Director was considered to be crucial to ensure there is

someone overseeing the whole programme for the period agreed with Government i.e up to March 2023.

5. The Director post is now being advertised through appropriate media and a search has taken place to attract suitable candidates. It was recognised that there were unlikely to be significant numbers of people in the market with the right skills and experience (such as significant partnership experience and the successful delivery of programmes of such complexity and ambition) to be suitable for the role. As the recruitment process has progressed, it was increasingly apparent that there were a small number of people who could potentially do this role and add the expertise needed quickly.
6. There are very few comparisons to draw upon across the country (even the senior roles in the Combined authorities do not really compare) which has made salary benchmarking problematic. The benchmarking and market testing we have undertaken jointly with the Recruitment Advisers has shown that a salary in the order of £100-110k is necessary to attract and retain this level of expertise.

## **Proposals**

7. The proposal is to create a new post of Growth Deal Delivery Director for a period of five years (the duration of the programme) . This post will be subject to the County Council's terms and conditions for employment matters but will be 'managed' by the Chief Executive of whichever local authority is providing the lead for the Deal (currently Oxford City Council). In practice this means any performance or other HR issues will be undertaken using this Council's policies and procedures.

## **Financial and Staffing Implications**

8. The Growth Deal has secured a Capacity Building Fund to pay for the additional resources that the Partnership determines it needs to deliver the Programme. This fund will pay for the core team supporting the partnership without calling on the County Council's revenue support. The post will be an addition to the County Council's headcount purely for the purpose of having a 'home' to determine and apply any employment issues.

## **Equalities Implications**

9. Securing the right expertise to drive the delivery of the Deal delivery programme is critical to the success of this programme, the local economy and future opportunities to build on this initial stage. The selection process has been designed based on best practice principles to secure equal opportunity throughout the process and attract a good mix of candidates

## **RECOMMENDATION**

10. **The Committee is RECOMMENDED to agree to this post as an addition to the Council's establishment for the period of the appointment (up to 5 years).**

**BEV HINDLE**

Strategic Director of Communities

Contact: Sue Halliwell, Director of Planning and Place

June 2018

ANNEX

Benchmarking Data of reasonably comparable roles advertised in last 12 months

Programme Director – Combined Authority (Merseyside) c. £120k

Managing Director – Combined Authority (North East) c. £125k+

Head of Strategy – Combined Authority (West Midlands) £100k

Various Programme Lead Roles -Combined Authority (East of England )£90k-£120k

Strategic Director of Economic Development ( London Borough) £100k+

Programme Manager (various)– Combined Authority (Greater Manchester) £95-£115k

Director of Economic Development – District Council (Leicestershire) £80k

Manager Programme Management Office - Combined Authority (West Midlands) £95k

Head of Programmes – Combined Authority (Cambridgeshire) £100k+

Please note: these are indicative figures as it is not always clear whether these salaries were part of a bigger remuneration 'package' or whether the appointments were made purely on this salary