

DIRECTOR AND ASSISTANT DIRECTOR SALARY REVIEW

Report of the Chair of Derby Homes

SUMMARY OF REPORT

- 1.1 This report proposes a method of reviewing the salary of the Director and Assistant Directors.

RECOMMENDATIONS

- 2.1 That HACAS Chapman Hendy be appointed to prepare a report on the Director and Assistant Director salaries, based on a comparison with other ALMOs and with RSLs, and to recommend a salary range for each post.

MATTER FOR CONSIDERATION

- 3.1 At its meeting on 24 April 2003, the Resources Committee agreed to carry out a review of the Director and the Assistant Directors' salaries in June 2003. However the Board meeting on 24 May noted that this minute was incorrect and the Director's salary was not to be reviewed in June.

The Committee is asked to confirm that the review will include the Director's salary as well as the Assistant Directors'.

- 3.2 HACAS Chapman Hendy have already carried out work for Derby Homes on this issue, and have recently updated their information on ALMO salaries. They have been approached to see if they can carry out a specific review for Derby Homes.

- 3.3 The proposal is that HACAS Chapman Hendy
- Update the ALMO salary information
 - Add to this comparable information on salaries in RSLs
 - Interview and consider Derby Homes' position in the housing employment market
 - Discuss their draft findings with the Chair and Vice Chairs of Derby Homes
 - Consider the duties of the posts of Director and Assistant Directors
 - Make recommendations to the Board on 26 June 2003 on a salary range for each post.

- 3.4 It is expected that the salary range proposed by the consultants will allow for 3 increments, and so the salaries of these posts should not therefore need to be reviewed again for 3 years.

CONSULTATION IMPLICATIONS

4. This proposal has been discussed with the three members of staff, who have supported it. The final decision of the Board would be subject to consultation with the three members of staff.

FINANCIAL AND BUSINESS PLAN IMPLICATIONS

- 5.1 HACAS Chapman Hendy have stated their costs at £3,500 plus 10% expenses.
- 5.2 Any costs arising from the review would be contained within the overall Derby Homes fee.

LEGAL AND CONFIDENTIALITY IMPLICATIONS

6. This report does not contain confidential information and so is not placed on the confidential part of the agenda. If members wish to discuss the matter in confidence it will be necessary for them to resolve to do so.

PERSONNEL IMPLICATIONS

7. This matter has been the subject of consultation with the staff concerned, who see it as a satisfactory way of setting their grading structure.

ENVIRONMENTAL IMPLICATIONS

8. None.

EQUALITIES IMPLICATIONS

9. None.

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