
Chief Executive's Office

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Date: 2 June 2006

Chief Executive: Donna Hall

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Dear Councillor

GENERAL PURPOSES COMMITTEE - WEDNESDAY, 7TH JUNE 2006

I am now able to enclose, for consideration at the above meeting of the General Purposes Committee, the following reports that were unavailable when the agenda was printed.

Agenda No Item

7. **Establishment of New Principal Officer Grades from PO.15 to PO.18 (Pages 17 - 18)**

Report of Director of Human Resources (enclosed)

Yours sincerely



Chief Executive

Encs

Distribution

1. All Members of the General Purposes Committee for attendance (Councillor Peter Goldsworthy (Chair), Councillor Mrs Pat Case (Vice Chair) and Councillors Peter Baker, Kenneth Ball, Thomas Bedford, Magda Cullens, Dennis Edgerley, Catherine Hoyle, Hasina Khan, Margaret Lees, Marion Lowe, Peter Malpas, Michael Muncaster, Mark Perks, Edward Smith, Ralph Snape and John Wilson)
2. All Chief Officers

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આ માહિતીનો અનુવાદ આપની પોતાની ભાષામાં કરી શકાય છે. આ સેવા સરળતાથી મેળવવા માટે કૃપા કરી, આ નંબર પર ફોન કરો: 01257 515822

ان معلومات کا ترجمہ آپکی اپنی زبان میں بھی کیا جاسکتا ہے۔ یہ خدمت استعمال کرنے کیلئے براہ مہربانی اس نمبر پر ٹیلیفون
کیجئے: 01257 515823

Report of	Meeting	Date
Director of Human Resources	General Purposes Committee	7 June 2006

ESTABLISHMENT OF NEW PRINCIPAL OFFICER GRADES FROM PO15 TO PO18

PURPOSE OF REPORT

1. To obtain approval from Members for the establishment of four new Principal Officer grades PO15, PO16, PO17 and PO18 to reflect the available scale points. Currently PO grades currently start at PO1 and end at PO14.

CORPORATE PRIORITIES

2. This proposal supports the vision of Chorley Borough Council to make Chorley a place of choice to live, work and invest in the North West. It further supports our strategic priority of ensuring that Chorley Borough Council is a performing organisation. It is vital that we attract, retain and compensate high quality employees.
3. The establishment of new grades will enable greater clarity for remuneration options for higher level Principal Officer grade posts.

BACKGROUND

4. The need for creating extended Principal Officer grades has arisen following the recent restructuring. There are problems with inconsistency of grades and the overlap between the PO and Chief Officer scales.

PROPOSAL

5. Following the major restructuring and the subsequent creation of much larger, diverse roles, the extended Principal Officer grades are needed to maintain clarity in the grading structure and to support the continuing recruitment and retention of high quality employees.
6. The current NJC pay scales for Local Government Services reflect the Principal Officer grade up to SCP55. However only the scale points up to SCP49 are currently attributed to PO grades 1 to 14. It is now necessary to establish four new PO grades to utilise more of the scale points.
7. The proposed grades are shown below:

PO15	SCP 47 – 50	(£37 446 - £39 974)
PO16	SCP 48 – 51	(£38 310 - £40 824)
PO17	SCP 49 – 52	(£39 132 - £41 664)
PO18	SCP 50 – 53	(£39 974 - £42 519)

COMMENTS OF THE DIRECTOR OF FINANCE

8. The proposal has no immediate financial implications, but the flexibility will mean that no further Principal Officer appointments are made to the Head of Service grade. Consequently a small saving will accrue over time, as the new PO grades are less than the Head of Service grades at the top of the scale.

RECOMMENDATION

9. That the Executive Cabinet approve the introduction of grades PO15, PO16, PO17 and PO18.

ALTERNATIVE OPTIONS CONSIDERED

10. None.

ANGELA WOLSTENCROFT
DIRECTOR OF HUMAN RESOURCES

There are no background papers to this report.

Report Author	Ext	Date	Doc ID
Paula Harris	5157	26 th May 2006	ADMINREP/REPORT