

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.

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DIRECTOR OF HUMAN RESOURCES

There are no background papers to this report.

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Paula Harris	5157	26 <sup>th</sup> May 2006	ADMINREP/REPORT