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Audit and Procurement Committee

11<sup>th</sup> November 2019

**Director approving submission of the report:**  
Deputy Chief Executive (Place)

**Ward(s) affected:** N/A

**Title:** Post of Director of Business, Investment & Culture – Salary Approval.

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**Is this a key decision?**

No

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**Executive Summary:**

In line with statutory guidance under S40, of the Localism Act 2011, and the Council's Pay Policy statement, approval is sought in respect of an annual salary package in excess of £100,000 for the post of Director of Business, Investment & Culture.

**Recommendations:**

The Audit and Procurement Committee are requested to agree a salary range of up to £117,028 pa for the post of Director Business, Investment & Culture

**List of Appendices included:**

Appendix 1 – Business Case

**Other useful background papers:**

None

**Has it been or will it be considered by Scrutiny?**

No

**Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?**

No

**Will this report go to Council?**

No

Report title: **Post of Director of Business, Investment & Culture – Salary Approval.**

**1. Context (or background)**

- 1.1 This post has been in place on a temporary basis due to the challenges and opportunities facing the council, in terms European City of Sport, UK City of Culture 2021, Commonwealth Games 2022 and the local economy post Brexit, require a re-shaping of the way that we work to ensure Economic Growth and prosperity. As part of the One Coventry initiative and programme there is an urgent need to capitalise on the opportunities in front of us, therefore there is a need to establish this post on a substantive basis.
- 1.2 The Director of Business, Investment and Culture will be responsible for:
- Strategic Lead, European City of Sport, UK City of Culture 2021 and Commonwealth Games 2022
  - Sports, Culture & Destination
  - Economic Growth
  - Climate Change & Sustainability
  - Strategic Business Support (Place)
- 1.3 The Business Case at Appendix One identifies that the post of Director of Business, Investment & Culture should be graded at Grade D2, the salary range for which is £108,007 to £117,028.
- 1.4 Statutory Guidance under S40 of the Localism Act 2011 requires that full Council, or some other agreed formal meeting of members should be offered the opportunity to approve salary packages over £100,000. In Coventry, this responsibility has been allocated to the Audit and Procurement Committee under its terms of reference.

**2. Options considered and recommended proposal**

- 2.1 Appendix 1 sets out the Business case for the post.
- 2.2 A full recruitment exercise will be undertaken for this post and a shortlist of candidates will be interviewed by a member selection panel.

**3. Results of consultation undertaken**

None

**4. Timetable for implementing this decision**

- 4.1 It is planned that the appointment process for this post will take place during November 2019.

## **5. Comments from the Director of Finance & Corporate Services**

### **5.1 Financial implications**

This post will be funded from within existing resources.

### **5.2 Legal implications**

Salary forms part of the contract of employment.

A local authority's power to appoint officers on such reasonable terms and conditions as the authority thinks fit is subject to section 41 of the Localism Act 2011 (requirement for determinations relating to terms and conditions of chief officers to comply with Pay Policy statement).

In addition, statutory guidance states that under these arrangements, full council, or a meeting of members should be offered the opportunity to vote before large salary packages are offered in respect of a new appointment. The Secretary of State considers that £100,000 is the right level for that threshold to be set. For this purpose, salary packages should include salary, any bonuses, fees or allowances routinely payable to the appointee and any benefits in kind to which the officer is entitled as a result of their employment

## **6. Other implications**

### **6.1 How will this contribute to the achievement of the Council's Plan?**

The appointment of an appropriately skilled and experienced Director of Business, Investment & Culture is a key element of delivering the core aspirations within the Council plan. The post will also have a key role in ensuring the City maximises the benefits and opportunities of being UK City of Culture 2021 and being a host City for the 2022 Commonwealth Games.

### **6.2 How is risk being managed?**

Not applicable

### **6.3 What is the impact on the organisation?**

As a member of the Corporate Leadership Team, this post will play the lead role in developing executing the strategic direction of the Council.

### **6.4 Equalities**

This post will have lead responsibility for developing and delivering strategy and initiatives that champion equality, diversity and inclusion.

### **6.5 Implications on Climate Change and the Environment**

None

## 6.6 Implications for partner organisations

None

### Report author(s):

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| Barry Hastie  | Director of Finance and Corporate Services | Place                       | 28/10/19          | 31/10/19                           |
| Julie Newman  | Head of Legal Services                     | Place                       | 28/10/19          | 31/10/19                           |
| Susanna Newing  | Head of Human Resources                    | People                      | 28/10/19          | 31/10/19                           |
| Michelle Salmon   | Governance Services Officer                | Place                       | 28/10/19          | 30/10/19                           |
| Martin Yardley  | Deputy Chief Executive (Place)             | Place                       | 24.10.19          | 24.10.19                           |

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**Director of Business, Investment and Culture**  
**Appointment on salary above £100k - Business case**

**1. The role**

The Director of Business Investment and Culture will,

- As a member of the Place Strategic Management Team contribute, lead, champion and support cross Directorate, Corporate, and Partnership working.
- Lead on the Economic Growth agenda, Culture and the Cultural Assets of the city, Sports Leisure and Events, External Funding and the distribution of the funding to third parties where relevant.
- Lead and oversee Coventry's strategic involvement with the Commonwealth Games 2022
- Lead and Co-ordinate the Council's involvement and work to deliver the UK City of Culture 2021
- Co-ordinate the Council's work as exit the European Union to ensure the local economy remains strong
- Under the direction of the Deputy Chief Executive (Place) lead on developing and sustaining an effective relationship and role with the West Midlands Combined Authority (WMCA) and represent the Council at the WMCA for investment decisions.
- Create and maximise opportunities to deliver a business and strategic plan to deliver profitable revenue growth.

**2. Grade and salary**

The post has been evaluated using the Local Government Employers Job Evaluation Scheme that is used in respect of all senior manager roles within the Council and allocated the appropriate grade within the Council's senior management pay structure.

**3. Additional Research**

The proposed salary grade is competitive with those for similar posts in large first-tier local authorities

**4. Rationale**

The proposed salary grade reflects the need to appoint someone with demonstrable skills and experience of achieving significant change in a similar unionised environment and almost certainly with local authority experience.