

---

<b>Report To:</b>	<b>Policy and Resource Committee</b>	<b>Date:</b>	<b>3 June 2025</b>
<b>Report By:</b>	<b>Chief Executive</b>	<b>Report No:</b>	<b>PR/16/25/SJ/MR</b>
<b>Contact Officer:</b>	<b>Morna Rae</b>	<b>Contact No:</b>	<b>01475 712146</b>
<b>Subject:</b>	<b>Chief Financial Officer Recruitment</b>		

---

## 1.0 PURPOSE AND SUMMARY

1.1 ☒ For Decision ☐ For Information/Noting

1.2 Recruitment activity in relation to the role of Chief Financial Officer has not proven successful in the appointment of a permanent postholder. The purpose of this report is to propose the award of a market supplement to enhance the role of the Chief Financial Officer, and for a further recruitment exercise to take place.

## 2.0 RECOMMENDATIONS

2.1 It is recommended that the Committee:

- notes the work to date in relation to the recruitment of a Chief Financial Officer;
- agrees that a market supplement should be paid as a temporary allowance to the role; and
- notes that a further recruitment exercise will be undertaken.

**Stuart Jamieson**  
**Chief Executive**

### **3.0 BACKGROUND AND CONTEXT**

- 3.1 Following the intimation of the retiral of the Chief Financial Officer recruitment activity has been progressed, however following interviews no appointment has been made. An interim Chief Financial Officer has been appointed pending the appointment of a permanent postholder.
- 3.2 There has been consideration of the options to secure permanent coverage of this key role and it is proposed that a market supplement is added to this post. Market supplements are used by other local authorities and the key features of which are:
- Temporary wage enhancement to bring salary closer to the going rate in the market
  - The grade of the post will not change
  - There is a governance process and sign off for each post
  - To ensure compliance with the Equal Pay Act, market supplements will be time limited and the continued need for the supplement normally reviewed annually. A market supplement can be withdrawn or increased/decreased if a review indicates that current evidence does not support the supplement continuing, or its continuation at the same level
  - Where it is identified that the supplement is no longer appropriate, or it is to be increased/reduced, the employee(s) in the relevant posts will be entitled to 3 months notice of the cessation of the allowance or its increase/reduction
  - Market supplements form part of an employee's pay and will be superannuable
  - A business case is required setting out the steps taken to try and fill the post previously and outlining the going rates elsewhere
- 3.3 The current salary for the Chief Financial Officer post is £104,801 (including statutory role allowance). Benchmarking has been undertaken with other local authorities. Whilst there are limited direct comparators due to the variety of remits that Chief Financial Officers undertake there is evidence that other local authority areas pay a higher rate for a similar role. Based on this research it is proposed that a market supplement is added to the Inverclyde Chief Financial Officer post which would increase the salary to £113,000. This is suggested as a proportionate increase which would bring the Inverclyde post salary level closer to other areas with a similar post. This would include the salary plus allowance for undertaking a statutory post, as well as the market supplement. As Inverclyde Council does not have an existing Market Supplement Policy and this is not specified within the Scheme of Delegation for Officers then Committee approval is required.
- 3.4 Following approval of the market supplement a further recruitment exercise will be undertaken. There will be consideration of an appropriate recruitment agency who can support this work, and additional promotion of the opportunity will be undertaken.

### **4.0 PROPOSALS**

- 4.1 It is recommended that the Committee:
- notes the work to date in relation to the recruitment of a Chief Financial Officer;
  - agrees that a market supplement should be paid as a temporary allowance to the role; and
  - notes that a further recruitment exercise will be undertaken.

### **5.0 IMPLICATIONS**

- 5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

<b>SUBJECT</b>	<b>YES</b>	<b>NO</b>
Financial	X	
Legal/Risk	X	
Human Resources	X	
Strategic (Partnership Plan/Council Plan)	X	
Equalities, Fairer Scotland Duty & Children/Young People's Rights & Wellbeing	X	
Environmental & Sustainability		X
Data Protection		X

## 5.2 Finance

### One off Costs

There will be one off costs incurred in relation to the services of a recruitment agency and other promotional activity. These costs will be confirmed following procurement processes. These will be contained within the Project Resource EMR.

<b>Cost Centre</b>	<b>Budget Heading</b>	<b>Budget Years</b>	<b>Proposed Spend this Report</b>	<b>Virement From</b>	<b>Other Comments</b>
EMR	Project Resource	2025/26	TBC		Balance £29k available in reserve

### Annually Recurring Costs/ (Savings)

There would be an annual additional costs in relation to the increased salary.

<b>Cost Centre</b>	<b>Budget Heading</b>	<b>With Effect from</b>	<b>Annual Net Impact</b>	<b>Virement From (If Applicable)</b>	<b>Other Comments</b>
Finance	Employee Costs	2025/26	10k	N/A	Will increase to £11.5k from 2026/27 for SA uplift Funded from the senior officer capacity budget (£190k unallocated)

## 5.3 Legal/Risk

To ensure compliance with the Equal Pay Act, market supplements will be time limited and the continued need for the supplement normally reviewed annually. A market supplement can be withdrawn or increased/decreased if a review indicates that current evidence does not support the supplement continuing, or its continuation at the same level.

## 5.4 Human Resources

The HR implications are outlined within the body of the report.

## 5.5 Strategic

This proposal supports the delivery of the following outcomes within the Council Plan:

- High quality and innovative services are provided, giving value for money

- Our employees are supported and developed

## 5.6 Equalities, Fairer Scotland Duty & Children/Young People

### Equalities

This report has been considered under the Corporate Equalities Impact Assessment (EqIA) process with the following outcome:

X	YES – Assessed as relevant and an EqIA is required and will be made available on the Council website:  <a href="https://www.inverclyde.gov.uk/council-and-government/equality-impact-assessments">https://www.inverclyde.gov.uk/council-and-government/equality-impact-assessments</a>
	NO – will be completed as required for specific topics.

### Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
X	NO – Assessed as not relevant under the Fairer Scotland Duty.

### Children and Young People

Has a Children's Rights and Wellbeing Impact Assessment been carried out?

	YES – Assessed as relevant and a CRWIA is required.
X	NO – Assessed as not relevant as this report does not involve a new policy, function or strategy or recommends a substantive change to an existing policy, function or strategy which will have an impact on children's rights

## 6.0 CONSULTATION

- 6.1 There has been consultation with trade unions and external legal advice obtained on the equal pay implications.

## 7.0 BACKGROUND PAPERS

- 7.1 None.