

Report of the Executive Director

MARKET SUPPLEMENT POLICY

1. Purpose of report

To seek Personnel Committee approval for an amendment to the Market Supplement Policy in order to reflect change that may occur as a result of a post being reviewed under the Evaluation and Re-evaluation of Posts policy.

2. Background

The new Market Supplement Policy was approved by the Personnel Committee 29 June 2021.

The change aims to provide additional clarification should the post be reviewed under the Evaluation and Re-evaluation of Posts policy. It is proposed that an additional sentence be added to section 3.4 Duration of Market Supplement namely:

“A review of the market supplement will also be triggered following a review under the Evaluation and Re-evaluation of Posts Policy. Should the latter review result in a change to the base salary a review of the market supplement will determine whether a proportionate change to the market supplement will be applied.”

See appendix 1 for the full version of the policy, appendix 2 for an adjusted copy of the Equality Impact Assessment and appendix 3 indicating the policy change.

The Market Supplement Policy has been used effectively since its approval in June 2021 to help the Council recruit and retain employees and therefore is proving to be an important tool in managing our resources.

3. Financial implications

A request for the application of a market premium will be presented to GMT along with a business case containing the appropriate evidence of the current market conditions including previous experience in recruitment for the job role in question.

Recommendation

The Local Joint Consultative Committee is asked to RECOMMEND to the Personnel Committee that the amended Market Supplement Policy be approved.

Background papers

Nil