

Committee(s): Establishment Committee – For decision	Date: 19th June 2017
Subject: Market Forces Supplement Request	Public
Report of: Town Clerk	For Decision
Report author: Peter Lisley – Assistant Town Clerk	

Summary

Following the increase in the UK threat level to SEVERE in August 2014 the proliferation of terror attacks in Western Countries, Europe and the number of disrupted plots in London and the UK, the Town Clerk & Chief Executive of the City of London Corporation commissioned a security review of all Corporation activity, critical building and assets in early 2016. An outcome of the review was to develop and implement a Security Strategy to establish a corporate wide framework, structure and strategy to provide oversight, ownership and coordination in the quality delivery of security matters. In order to achieve this, it is necessary to appoint to a new post of Strategic Security Director and Counter Terrorism Advisor.

This report requests approval of a market forces supplement which would allow for a salary of up to £95,000 to be paid to the new Strategic Security Director and Counter Terrorism Advisor enabling recruitment to be targeted at candidates with the appropriate level of seniority, gravitas, expertise and skill set.

Recommendation(s)

Members are asked to:

Agree a market forces supplement of up to £25,360 to be applied to the Strategic Security Director and Counter Terrorism Advisor post to allow a salary offer of up to £95,000 subject to the experience and skills of the successful candidate.

Main Report

Background

1. Following the increase in the UK threat level to SEVERE in August 2014 the proliferation of terror attacks in Western Countries, Europe and the number of disrupted plots in London and the UK, the Town Clerk & Chief Executive of the City of London Corporation commissioned a security review of all Corporation activity, critical building and assets in early 2016. An outcome of the review was to develop and implement a Security Strategy to establish a corporate wide framework, structure and strategy to provide oversight, ownership and coordination in the quality delivery of security matters. In order to achieve this, it

is necessary to appoint to a new post of Strategic Security Director and Counter Terrorism Advisor.

Current Position

2. The Strategic Security Director and Counter Terrorism Advisor is currently being advertised on the City of London Corporation's external website and has also been circulated to all London Boroughs via London Councils. The post is being advertised as 'competitive' salary and closes on 1st June 2016 with interviews scheduled for 6th June.
3. The Strategic Security Director and Counter Terrorism Advisor has been evaluated at a grade H, the maximum salary for which, inclusive of London Weighting, is £69,640. A market forces supplement of £25,360 is required to enable the organisation to recruit to the post with a salary offered up to £95,000 subject to the experience and knowledge/skills of the successful candidate. Based on market comparator information using the City's approved market comparator, attached at Appendix 1, it is felt that a salary level of up to £95,000 is required in order to attract the right person for this role and for it to have the impact that is needed.
4. The Committee has delegated authority to Officers for market forces approval of up to £15,000 for posts of grade H and below. Those above £15,000 must be referred to the Establishment Committee by the MFS Board with their recommendation which has been sought and provided. The full report submitted to the MFS Board is attached at Appendix 2.

Options

5. Not to award an MFS and offer the successful candidate the maximum salary of the grade plus inner London Weighting.
6. To offer an MFS of a lower amount being requested, within the approvals delegated to Officers.
7. To award an MFS that would allow a salary of up to £95,000 be offered provided that any salary agreed would reflect the experience and skills that the successful candidate brings to the organisation.

Proposals

8. Given the market data that has been used, it is felt that the first two options would not attract the right calibre of individual with the required skills. This may cause a delay in recruitment to the post if a suitable applicant does not accept and a higher salary is later felt necessary. It may also waste the resources that would be deployed in a recruitment process unlikely to achieve the calibre of candidate sought.
9. Given the context, the strategic importance of the role and mindful of resources, it is considered that the third option is preferable in order to offer a salary which it is

felt is in line with the market for roles requiring a similar level of knowledge and skills; and consequently attracting the widest range of applicants possible whilst allowing flexibility in the final salary offered.

Corporate & Strategic Implications

10. In the light of recent events, the need for a comprehensive and long term security strategy which establishes a corporate wide framework and structure to provide oversight, ownership and coordination in the quality delivery of security matters is greater than ever and this post will increase the senior capacity to effectively respond to the security agenda. Not appointing at the appropriate level of calibre means that there will be less impact, the strategic opportunity will be lost and there would be potential reputational damage.

Implications

11. The MFS, if approved, will be met from within the department's local risk budget. If approved, in accordance with corporate policy, the MFS would be temporary while the market conditions prevail and will be regularly reviewed and can be withdrawn or amended at any time should the market change.

Conclusion

12. The Strategic Security Director and Counter Terrorism Advisor is an important new post. It is a response to the increasing importance of security matters across the City of London Corporation; it will increase the ability of the Corporation, to respond to increased threats, ensure the safety of our visitors and employees, and minimise reputational damage. It is felt that a market forces supplement is required to attract the right calibre of individual for the new post: a senior individual who will have relevant expertise and gravitas and who will be effective in leading on, developing and successfully delivering a security strategy. A salary of up to £95,000 is considered appropriate within the context of the market.

Appendices

- Appendix 1 – Market Comparator Data (Croners)
- Appendix 2 – Request to MFS Board
- Appendix 3 – Job Description and Person Specification

Background Papers

City of London Corporation – Security Strategy & Approach

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