

# ITEM 4

Time began: 10.30am  
Time ended: 10:49am

## **Personnel Committee 15 February 2018**

Present                      Councillor Carr (Chair)  
                                    Councillors Barker, Carr, Froggatt, A Holmes, Keith and  
                                    S Khan

Officers present          Christine Durrant – Acting Chief Executive  
                                    Liz Moore – Head of Human Resources

### **19/17          Apologies**

Councillor Nawaz and Councillor Dhindsa

### **20/17          Late Items to be Introduced by the Chair**

There were no late items.

### **21/17          Declarations of Interest**

There were no declarations of interest.

### **22/17          Minutes of the Meeting held on 2 November 2017**

The minutes of the meeting held on 2 November 2017 were confirmed as a correct record.

### **23/17          Senior Management Restructure Proposal**

The Committee considered a report of the Strategic Director of Communities and Place and the Deputy Chief Executive presented by the Acting Chief Executive which informed the Committee of the Senior Management Restructure Proposal.

The report stated the Chief Executive had carried out a review of the current senior management capacity and structure, having considered the strategic priorities of the Council and its senior management team, and following the external auditor's public interest report. The Chief Executive had proposed that additional capacity is needed at a senior level, including the requirement for a Strategic Director of Corporate Resources which had already been approved and is being advertised.

Phase 1 of a proposal to restructure tiers 1 - 3 of senior management, Strategic Directors to Head of Service, which will provide additional capacity and resilience, had been consulted on. A proposal for Phase 2 will be developed later in 2018 following the appointment of both the incoming Chief Executive and the Strategic Director of Corporate Resources. Phase 2 will be the subject of a future report for Personnel Committee.

The report summarised the proposals for Phase 1 and sought the agreement of Personnel Committee to agree the new structure and its implementation.

**Resolved to:**

- a) agree the proposed structure for Communities and Place Directorate, identified in Appendix 2**
- b) agree to confirm the temporary Director of Communities and Place position as permanent**
- c) agree the structure implementation in line with the Council's Consultation, Restructuring and Redundancy process**
- d) agree that the departments that currently form the Organisation and Governance Directorate will transfer to the newly created directorate of Corporate Resources, led by the Strategic Director of Corporate Resources.**
- e) note that with the interim senior management changes in relation to the vacant Chief Executives post, some of these services will be managed by the Director - Communities and Place**
- f) agree to the permanent establishment and recruitment of a Director of Human Resources and Organisational Development post, and the temporary establishment and temporary recruitment of a Director of Property Services within the newly created directorate of Corporate Resources**
- g) agree that the remainder of the structure for the Corporate Resources Directorate will be the subject of a consultation process later in 2018.**

## **24/17      Pay Policy – Strategic Director for People Services**

The Committee received a report of the Chief Executive presented by the Acting Chief Executive which informed the Committee of information relating to the Pay Policy - Strategic Director of People Services. The report stated in October 2015 the posts of Strategic Director of Adults, and Strategic Director of Children's were merged following a management restructure to form the post of Strategic Director for People Services. The pay range for these posts prior to the amalgamation was £108,084 to £118,890. Based on advice from our external recruitment partner, the combined role was advertised to candidates at £127,000 given the range of increased responsibilities. The recruitment took place in late 2015 where an internal candidate was appointed to post with effect from 1<sup>st</sup> March 2016.

However, the Council's pay policy wasn't updated at the time to reflect the combined role responsibility and therefore the appointed candidate has remained on the original pay for the un-combined role previously carried out.

**Resolved to:**

- a) agree to amend the pay policy to reflect the revised pay for this combined role in line with what was advertised and offered (orally) and to reflect the additional responsibilities of this merged post**

- b) agree to reflect this for the current post holder and back date the change in pay to the original start date of 1 March 2016

25/17 The Committee wished their thanks to be expressed to Janie Berry for all the hard work she had undertaken in servicing the Personnel Committee.

**MINUTES END**