

CHIEF OFFICERS APPOINTMENTS PANEL

MEETING, 20TH JANUARY, 2014

Present – Councillors Morris (Chairman), Donaghy (as deputy for Councillor Adia), Greenhalgh, Morgan, Peel and Mrs. Thomas.

Also in Attendance

Mr. S. Harriss	-	Chief Executive
Mr. A. Jennings	-	Democratic Services Manager

Councillor Morris in the Chair

26. MINUTES

The minutes of the proceedings of the meeting of the Appointments Panel held on 7th October, 2013 were submitted and signed as a correct record.

27. EXCLUSION OF PRESS AND PUBLIC

Resolved – That, in accordance with Section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that it involves the likely disclosure of exempt information as specified in paragraphs 1 and 4 (information relating to an individual and negotiations regarding labour relations matters) of Part 1 of Schedule 12A to the Act; and that it be deemed that, in all the circumstances of the case, the public interest in its exemption outweighs the public interest in its disclosure.

28. DEPARTMENTAL REORGANISATION – REALIGNMENT OF RESPONSIBILITIES

Further to Minute 25 of the last meeting the Chief Executive submitted a report which set out the post consultation recommendations relating to the proposed strategic and operational detail concerning the Council's senior management structure following the departure of the Deputy Chief Executive in February, 2014 and the Assistant Director Customer Services in Autumn, 2014.

The report set out the responses received, including those from the Trade Unions, together with the response of the Chief Executive which recognised the importance of the issues raised, including key risks for the organisation which needed to be carefully managed. However, it was recognised that there were no fundamental issues raised at this stage which required any changes to the proposals, although it was suggested that a report be submitted to the Panel in

six month's time on implementation, together with any issues needing consideration.

It was proposed to delegate the timing of implementing the proposals to the Chief Executive as this would depend on capacity, although it was considered that some of the new arrangements would be introduced quickly whilst others would be introduced following the Deputy Chief Executive's departure at the end of February 2014. Members and staff would be kept informed of the handover dates as they occurred.

Resolved – (i) That the proposals set out in the report be approved and that the timing of the implementation be delegated to the Chief Executive.

(ii) That the Chief Executive submit a further report in six month's time relating to the impact of the changes, together with an on-going review of capacity.

29. BOLTON COUNCIL'S DRAFT PAY POLICY STATEMENT 2014/15

The Chief Executive submitted a report that reminded members that under the provisions of the Localism Act 2011 the Council had to produce an annual pay policy statement, in accordance with the provisions of guidance regarding openness and transparency in local pay for all staff other than teachers.

The policy had been updated to reflect the following enhancements and efficiencies which were made to the council's pay structure during 2012/13:

- increasing the pay of Grades 1 and 2, to take account of the national campaign for a Living Wage and to restore the gap between minimum council earnings and the value of the National Minimum Wage;
- deleting a Chief Officer grade and replacing it with a lower senior management grade, for specific use in situations when two or more senior management posts were collapsed into one in order to deliver further savings from senior management; and
- continuing progress to deliver a total of £2,500,000 savings from the Chief Officer structure since 2009/10

The Statement would be submitted to the Council's meeting on 26th February, 2014 for adoption for the 2014/15 financial year and published on the Council's website in accordance with the legislation.

Resolved – That the updated Pay Policy be submitted to the Council for adoption.

(The meeting started at 3.30 p.m. and finished at 4.00 p.m.)

