

CHIEF OFFICERS APPOINTMENTS PANEL

MEETING, 14TH JULY, 2009

Present – Councillors Morris (Chair), Mrs Thomas (Vice-Chair), Ashcroft, Hayes, Kay, and J Walsh.

Also in Attendance

Mr. A. Eastwood	-	Director of the Chief Executive's Department
Mr. A. Jennings	-	Democratic Services Manager

Councillor Morris in the Chair

Apologies for absence were submitted by the Chief Executive.

7. MINUTES

The minutes of the proceedings of the meeting of the Appointments Panel held on 20th May, 2008 were submitted and signed as a correct record.

8. EXCLUSION OF PRESS AND PUBLIC

Resolved – That, under 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 they involve the likely disclosure of exempt information as specified in paragraph 1 (information relating to an individual) 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 their exemption outweighs the public interest in their disclosure.

9. CHIEF OFFICER MANAGEMENT ARRANGEMENTS

The Chief Executive submitted a report which detailed the reasons for a flexible retirement arrangement for the current Assistant Director Partnership, Neighbourhoods Renewal and Cohesion and the consequential proposal to establish a new division headed by the Assistant Director Policy, Performance and Democracy.

It was considered that there were many benefits of bringing together the functions and services into a single division in terms of links between partnership working and performance management; neighbourhood renewal, community cohesion and area working and bringing support services to Members together.

The proposals will result in further efficiency savings resulting from the deletion of a chief officer post and further remodelling within the Division which would save in the region of £120,000 in 2009/10.

A detailed report on the proposed structure would be submitted to the Executive Member for Corporate Resources and Health on the 28 July 2009 and the Executive Member for Human Resources, Organisational Development and Diversity on the 29 July 2009.

Resolved - That the change to chief officer management arrangements in the Chief Executive's Department, as set out in the report, be approved.

10. CHIEF EXECUTIVE'S APPRAISAL

Further to Minute 5 of the last meeting the Director of the Chief Executive's Department submitted the key objectives for the Chief Executive in 2009/10.

Resolved – That the key objectives be noted and that any further discussion be held with the Chief Executive at the next meeting.

11. REVIEW OF SENIOR POSTS

(a) Chief Executive

Further to Minute 6 of the last meeting a report was submitted which outlined the results of the consultation for the proposed Pay and Grading Review for the Chief Executive.

The report submitted to the meeting on 20th May had been agreed as a basis for consultation and members were reminded that a number of factors had been considered as part of the review and these related to the following:-

- The market and comparables;
- Other payments;
- Other factors; and
- Recognising exceptional performance, recruitment and retention.

The original proposals contained in the report had been agreed by the Chief Executive.

Resolved – That the proposals as detailed in the report be approved for implementation commencing 1st September, 2009 and that any further discussions be undertaken with the Chief Executive at the next meeting.

(b) Chief Officers Pay and Grading Review

The Chief Executive submitted a report which detailed the outcomes of the consultation exercise with respect to the review of the Pay and Grading for Chief Officers.

The report set out a number of proposed changes resulting from the consultation exercise and it was noted that ongoing discussions would continue on a number of the issues raised .

Resolved – (i) That the consultation process and the responses received be noted and that the proposals be approved for implementation as set out in the original report of 1st September, 2009 ,subject to the amendments detailed in Section 3 of the report now submitted.

(ii) That the protection period be operational until 1st July, 2012 and that the Chief Executive be authorised to seek consensual agreement to the contract changes, as now detailed, and that in those cases where this cannot be achieved the termination and re-engagement process be undertaken.

(The meeting started at 11.00 am and finished at 12.00 noon)