

**EMPLOYMENT COMMITTEE  
2 JULY 2018  
7.30 - 8.02 PM**



**Present:**

Councillors Allen (Vice-Chairman, in the Chair), Angell and Worrall

**Also Present:**

Councillor McCracken

**Apologies for absence were received from:**

Councillors McLean, Mrs Birch, Leake, Ashman and Mrs Temperton

**4. Declarations of Interest**

There were no declarations of interest.

**5. Minutes from previous meeting**

**RESOLVED** that the minutes of the Committee held on 23 May 2018 be approved as a correct record and signed by the Chairman.

**6. Urgent Items of Business**

There were no urgent items of business.

**7. Update from the Chairman of the Local Joint Committee**

Councillor Allen reported that UNSION were supportive of the change to the December Pay Date, which was being brought to Employment Committee on the 18 July 2018. It was also reported that UNSION were supportive of both the Senior Leadership report and the Library Frontline Staff Restructure, UNISON had been heavily involved in the latter report.

**8. Minutes of Sub Groups**

The Committee noted the minutes of the Local Joint Committee held on 20 March 2018.

**9. Exclusion of Public and Press**

**RESOLVED** that pursuant to Section 100A of the Local Government Act 1972, as amended, and having regard to the public interest, members of the public and press be excluded from the meeting for the consideration of the following item which involves the likely disclosure of exempt information under the following category of Schedule 12A of that Act:

- (1) Information relating to any individual (Item 8 & 9 in the agenda, Items 10 & 11 in the minutes).

10. **Transformation Programme - Library Frontline Staff Restructure**

The Committee received a report on the Transformation Programme - Library Frontline Staff Restructure.

The Chairman of Employment Committee had previously circulated the report on 30 April 2018 for members to consider and to feedback any comments prior to the end of the consultation period.

**RESOLVED** that the Committee notes the proposals, contained within the Director of Resources report.

11. **Senior Leadership Structure: Redundancies and Pay Structure**

The Committee received a report which outlined the changes to the senior leadership restructure and requested that the Committee endorse the changes to senior leadership structure which had been agreed by Executive on 8 May. The report also asked the Committee to agree the severance payments for Senior Officers not appointed to the new structure, arising from the decisions of the Appointments Panels in early June and agree the detail of the pay structure including the performance management aspects, which the Executive had approved in principle at its meeting on 8 May 2018.

**RESOLVED** that:

- i) the deletion of the following posts from 31 August 2018 except where shown is agreed:
  - Director of Resources
  - Director of Environment, Culture and Communities
  - Chief Officer, Environment and Public Protection
  - Head of Performance and Resources (ECC)
  - Chief Officer: HR
  - Chief Officer: Planning, Transport and Countryside
  - Director: Adult Social Care, Health and Housing (31 March 2019)
  - Director: Children, Young People and Learning (31 March 2019)
  
- ii) the creation of the following posts with effect from 1 September 2018 except where shown, is agreed:
  - Executive Director: People (with effect from June 2018)
  - Executive Director: Delivery
  - Director: Organisational Development, Transformation and HR
  - Director: Place, Planning and Regeneration
  - Assistant Director: Contract Services

And the redesignation of the following substantially unchanged posts with effect from 1 September 2018, is agreed:

- Director: Finance (formerly Borough Treasurer)
- Assistant Director Customer Experience (formerly CO: Customer Experience)

- iii) the redundancy/severance payments attached at exempt Appendix A of the Chief Executive's report, following the Appointment Committee interviews on

8 June with effect from 31 August 2018 unless otherwise shown in the appendix, is agreed.

- iv) the introduction of performance related pay arrangements for Executive Directors and Directors in line with the key policy principles set out in Appendix B of the Chief Executives report with effect from 1 April 2019, is agreed.
- v) authority is delegated to the Chairman of Employment Committee, Chief Executive and the Director: Organisational Development, Transformation & HR to agree transitional arrangements from September 2018 to 31 March 2019 in relation to the introduction of performance related pay.
- vi) the detail of the new senior pay arrangements outlined in Appendix C of the Chief Executives report is agreed.
- vii) the revisions to the Council's revised pay policy statement attached at Appendix D of the Chief Executives report is noted and it was noted this will be deferred to Council for agreement.

**CHAIRMAN**