

STRATEGY AND POLICY COMMITTEE
25 JUNE 1997

Present: Councillor Bettison (Chairman)
Councillors Angell, Mrs Ballin, Bayle
Birch, Mrs Keene, McCormack, Mills
North, Sargeant, Wade, Ward and
County Councillor Dr L Murray

Also present: Councillor Blatchford

Apologies for Absence were received from:
Councillors Good and Wheaton

126. **Reorganisation Employee Consultative Committee/Education Consultation Panel.**

RESOLVED that the minutes of the joint meeting of the Reorganisation Employee Consultative Committee and Education Consultation Panel held on 18 June 1997 as set at Appendix B hereto, be received.

127. **Appointment of Unitary Chief Executive and Chief Officers.**

The Committee noted the following first tier appointments made by the Unitary 98 Interview Committee as follows:

Chief Executive	Mr Gordon Mitchell (presently Head of Policy, Bracknell Forest Borough Council)
Director of Education	Mr Anthony Eccleston MA (presently Assistant Director of Education, Buckinghamshire County Council)
Director of Corporate Services	Mr Timothy Wheadon (presently Community Services Secretary, London Borough of Bexley)
Director of Social Services and Housing	Mr Trevor Farmer (presently Deputy Director of Social Services, London Borough of Hounslow)
Director of Planning and Transportation	Mr George Kingston (presently Borough Planning Officer, Bracknell Forest Borough Council)
Director of Public and Environmental Services	Mr John Osborne (presently Chief Environmental Services Officer, London Borough of Bexley)

128. **Exclusion of Public and Press.**

RESOLVED that pursuant to Section 100A of the Local Government Act 1972 members of the public and press be excluded from the meeting for the consideration of item 5 which involves the likely disclosure of exempt information under the following category of Schedule 12A of that Act:

- (11) Information relating to employee consultations

129. **Detailed Structures. (Item 5)**

In a report containing exempt information the Borough Personnel Manager referred to the detailed structures considered by the Committee on 20 May which had been subsequently released for consultation purposes and had been previously circulated to all Members of the Council. The report drew attention to several important principles which needed to be resolved and outlined the procedures to be followed thereafter. Details of all responses received as a result of the consultation were appended to the report and the Borough Personnel Manager further circulated a letter received from the County Director of Personnel which enclosed a copy of a resolution passed by the County Transition and Resources Committee at its meeting on 12 June expressing general concerns about the status of new and unchanged posts proposed by the Borough Council and specifically identified a number of proposed posts which the County Council considered to have been incorrectly designated.

After detailed discussion and consideration of the views expressed during the consultation process the Committee.

RESOLVED That

- (i) The Employees' comments appended to the report submitted be noted and considered by the Directors in establishing their final structures;
- (ii) subject to further consultation with new Directors, Support Services are managed by the Central Service Units for one year after vesting day and that after that time the position be reassessed and that during that period a review be carried of the Department's public interface;
- (iii) the Committee appoint a Unitary Structures Sub Committee comprising the Members of the Resource Analysis Focus Group with delegated authority to approved detailed variations and amendments to the approved structures (including transfer status) following consideration of further information from the Chief Officers in relation to proposed service levels;
- (iv) the Chief Executive in consultation with the Borough Personnel Manager be authorised to approve the early recruitment to selective posts identified by the Resource Analysis Focus Group;
- (v) the structures as previously circulated be agreed subject to the foregoing in order to permit the Authority to inform the Borough staff of their Local Government reorganisation transfer status and to adhere to the timetable outlined in the Personnel Protocol to start the second tier Officer prior consideration process. The

announcement of the decision on those posts being contested by Berkshire County Councils be suspended subject to further consultations and legal advice;

- (vi) the Council's appreciation of the valued contributions made by employees and others who had participated in the consultation process be placed on record.

130. **Council Meeting.**

The Chairman advised the meeting that the decisions made by the Committee fell within the Committee's powers and that there was therefore no requirement for a Special Council meeting on 2 July. The Special Council meeting would accordingly be cancelled.

The meeting commenced at 7.30pm and concluded at 9.00pm

CHAIRMAN