

## **Personnel Committee**

### **Minutes of the meeting held on 21 February 2017**

#### **Present**

Councillor Flanagan- In the Chair

Councillors Battle, Bridges, N Murphy, S Murphy, S Newman, and Rahman.

#### **Apologies**

Councillors Andrews, Leese, Priest and Stogia

#### **PE/17/06 Minutes**

#### **Decision**

To agree the minutes of the meeting of 11 January 2017 as a correct record.

#### **PE/17/07 City Centre Review: Manager of City Centre Public Services**

The Committee considered a report of the Deputy Chief Executive (People, Policy & Reform) which proposed the creation of a post of Manager of City Centre Public Services following the review of the performance of city centre public services

The Committee noted that the report indicated that Trade Union comments would be tabled at the meeting. Members were informed that management had held meetings with Trade Union representatives and that no comments had been made for submission to the meeting.

The Committee agreed the proposal.

#### **Decisions**

1. To approve the creation of a post of Manager of City Centre Public Services reporting to the Head of City Centre Regeneration in the Strategic Development Directorate and with a dotted line link to the to the Deputy Chief Executive (Growth and Neighbourhoods) who will co-ordinate Strategic Director Support for city centre management.
2. To approve the salary of the post of Manager of City Centre Public Services at SS2 (£64,574 to £71,295) in accordance with the Council's senior staff job evaluation scheme.

[Councillor Battle declared a disclosable pecuniary interest in this item, in that her partner works for the (City Centre) Compliance team. She therefore took no part in the consideration of this item]

#### **PE/17/08 Review of Highways Senior Management Structure to deliver capital investment**

The Committee considered a report of the Chief Executive which presented proposals to establish a new senior management structure within the Council's Highways Service to deliver the Highways Improvement Programme. This would be supported by proposed capital investment of an addition £100M over the next five years to bring the roads up to a good standard and would sit alongside a programme of proactive maintenance.

The Committee asked whether any comments had been received from the Trade Union and were informed that none had been submitted.

The Committee acknowledged the importance of ensuring that an appropriate level of strategic direction was in place to deliver the improvements associated with such a significant investment and agreed the proposals.

### **Decisions**

1. To approve the establishment of a new post of Strategic Director (Highways, Transport and Engineering) reporting directly to the Chief Executive at a salary of £117,314-£137,045 (SS5) and to recommend to the City Council the salary within the senior management pay structure following job evaluation.
2. To approve the establishment of a post of Director of Operations (Highways) at a salary range of £90,419 - £101,824 (SS4) reporting directly to the Strategic Director (Highways, Transport and Engineering) and to recommend to the City Council the salary within the senior management pay structure following job evaluation.
3. To approve the establishment of a post of Head of Highways Capital Delivery at a salary range of £74,175 -£83,830 (SS3) in accordance with the Council's senior management pay structure.
4. To approve the reassignment of the Strategic Business Partner (Corporate Core) to support the development and implementation of a new operating model in a time limited post of Head of Business Transformation at existing salary of SS2 (£64,574-£71,295).
5. To agree that the composition of an Appointment Panel of Members to progress all aspects of the recruitment and appointment of the Strategic Director (Highways, Transport and Engineering) shall comprise of Councillors Leese, Flanagan and Battle.
6. To determine that the recruitment of Director of Operations (Highways) post should be made by the Chief Executive in consultation a mixed panel of officers and members.
7. To note that the posts of Director of Highways, Director of Commercial Services, Delivery Manager (Highways Capital Programme) and Commercial Manager will be disestablished.

8. To provide delegated authority to the Chief Executive in consultation with the Director of Human Resources and Organisational Development to implement the proposals set out within this report.