

Personnel Committee

Minutes of the meeting held on 26 July 2017

Present

Councillor Flanagan - In the Chair
Councillors Battle, Bridges, Craig, Dar, N Murphy, S Murphy, S Newman, B Priest, Rahman and Stogia

Also Present

Councillor Leech

PE/17/19 Minutes

Decision

To agree the minutes of the meeting of 28 June 2017 as a correct record.

PE/17/20 Senior Management Team – Senior Restructure Implementation

The Committee considered a report of the Chief Executive which provided an update on the implementation of senior management restructure changes. The report highlighted appointments that have been made to a number of vacant Director posts and summarised the outcome of the Senior Salaries Job Evaluation. Further senior management changes were also set out relating to Adult Social Care Leadership and Children's Services and Education. A member commented that in particular he was pleased to see the establishment of the fixed term post of Director of Homelessness as this demonstrated that the Authority was taking the issue of homelessness in the city very seriously. He asked whether any comments from the Trade Unions had been submitted. The Director of HROD said that the Unions had been briefed, had noted the proposals though no submissions were made. The Leader of the Council said that he had been consulted on the proposals and indicated that the purpose of the reconfiguration was to remove some of the health and social care responsibility that currently sits with Deputy Chief Executive (People, Policy and Reform). The proposal would therefore allow greater flexibility as the needs of the organisation change.

Councillor Leech was then invited to address the committee. He said that whilst he was not critical of the proposals he felt that improvements could be made regarding transparency and the ease of reading of future reports of this particular nature. He said that the report would have been easier to understand had it been supported by, for example, tree diagrams that illustrate the proposed changes. He also said that there should have been greater transparency in its discussion of the proposals financial implications. He said that simply stating that the financial implications would be met from within existing resources did not go far enough as it lacked sufficient information about the actual cost of the proposals. The Chair agreed with Councillor Leech's points and agreed that future reports would provide this information where applicable. The Committee then agreed the recommendations.

Decisions

1. To note progress in delivering the agreed realignment of senior management arrangements.
2. To approve the re-designation of the Assistant Chief Executive (Growth) to a new post of Director and delegate to the Chief Executive responsibility to develop a detailed Role Profile.
3. To recommend to Council that the salary for the Director post is SS4 (£90,101-101,826) subject to the outcome of the job evaluation process.
4. To note the deletion of the post of Joint Director of Health and Social Care from December 2017.
5. To agree the establishment of a new fixed term post of Director of Homelessness at Grade SS5, on a 2 day per week basis until 30 June 2018 at a salary of £50,500.