

Chief Officers' Employment Panel

Minutes

25 June 2024

Present:

Chair: Councillor Paul Osborn

Councillors: David Ashton
Marilyn Ashton
Pritesh Patel
David Perry
Vacancy

Apologies received: Councillor Natasha Proctor

96. Membership

RESOLVED: To note that there were no nominee Members in attendance.

97. Declarations of Interest

RESOLVED: To note that there were no declarations of interests made by Members.

98. Minutes

That the minutes of the meeting of the Chief Officers' Employment Panel held on 6 June 2024 be taken as read and signed as a correct record.

Resolved Items

99. Approval of remuneration packages over £100k following restructuring of Place Senior Management posts

Members received a report which set out a proposal to separate the Place Directorate and for a permanent senior management structure for a Housing and Regeneration Directorate and Culture, Environment and Economy Directorate following consultation with the senior management team and Trade Unions.

The Managing Director outlined the content of the report which proposed the creation of two new Strategic Directors at grade D3, who would report directly to the Managing Director, and the deletion of the current Corporate Director role. The Strategic Directors would be members of the Corporate Leadership Team and whilst both roles would include the climate vision the Strategic Director of Housing and Regeneration would be responsible for leadership and delivery across the Authority.

The Managing Director explained that, subject to the approval of the confidential report which appeared elsewhere on the agenda, an internal advert for both Strategic Roles on an interim basis of approximately six months would be placed and shortlisted applicants would be invited to attend an interview by the Panel. The roles would initially be ring fenced to those in the director roles within the Place directorate but, in response to a Member's question, if a candidate was not appointed by the Panel an advert would be placed externally. The Managing Director also confirmed that the proposals provided the option to delete the D4 grade permanently from the Council's senior management structure.

RESOLVED: That

- (1) the remuneration packages for the posts of (D3) Strategic Director of Housing and Regeneration (£132,168 - £145,575) and (D3) Strategic Director of Culture, Environment and Economy (£132,168 - £145,575) be approved;
- (2) to note the deletion of the Corporate Director Place (D4);
- (3) to note that there was the option of deleting the grade of D4 from the Council's senior management structure;
- (4) the appointment process for the Strategic Director of Housing and Regeneration and the Strategic Director of Culture, Environment and Economy outlined by the Managing Director be approved.

100. Remuneration Package for Director of Digital, Data and Customer Experience

Members received a report which sought approval to a remuneration package of over £100,000 for the role of Director of Digital, Data and Customer Experience following a re-evaluation under the Council's job evaluation scheme.

The Managing Director outlined the content of the report and, in addition to the remuneration package, explained that it set out a change in the senior management service model across the Council. All Chief Officers graded at D3 would become Strategic Directors, with smaller more focused portfolios, and report directly to the Managing Director. In response to a Member's question, he confirmed that the role of Strategic Director of Resources remained vacant with no current plans to fill the role.

A Member sought clarification in terms of budgets attributable to the Strategic Directors in the previous report and the Director of Digital, Data and Customer Experience. The Managing Director explained that grades were based on role and budget responsibility and Members supported the removal of the £40m budget referred to as it was an oversight in drafting the Strategic Director of Housing and Regeneration role profile.

RESOLVED: That

- (1) the remuneration package for the role of Director of Digital, Data and Customer Experience D2 (£118,359 - £132,948) be approved;
- (2) to note the changes to Chief Officers at D3 grade from Directors to Strategic Directors.

101. Exclusion of the Press Public

RESOLVED: That in accordance with Part I of Schedule 12A to the Local Government Act 1972, the press and public be excluded from the meeting for the following item for the reasons set out below:

<u>Item</u>	<u>Title</u>	<u>Reason</u>
7.	Severance Matters	Information under paragraph 1 (contains information relating to any individual) and paragraph 3 (contains information relating to the financial or business affairs of any particular person (including the authority holding that information)).

102. Severance Matter

Members received an urgent confidential report which sought approval to a severance payment of greater than £100,000.

RESOLVED: That the severance payment as detailed in section 2 of the officer report, be approved.

(Note: The meeting, having commenced at 6.30 pm, closed at 6.46 pm).

(Signed) Councillor Paul Osborn
Chair