

# **CHIEF OFFICERS' EMPLOYMENT PANEL MINUTES**

## **31 OCTOBER 2019**

**Chair:** \* Councillor Graham Henson

**Councillors:** \* Marilyn Ashton \* Paul Osborn  
\* Keith Ferry \* Adam Swersky

\* Denotes Member present

#### **44. Membership**

**RESOLVED:** To note that there were no nominated members in attendance at this meeting.

#### **45. Declarations of Interest**

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

### **RESOLVED ITEMS**

#### **46. Minutes**

**RESOLVED:** That the minutes of the meeting held on 7 March 2019 be taken as read and signed as a correct record.

#### **47. Restructuring of Resource Directorate Senior Management Posts**

The Panel considered a report reviewing the capacity and skill needs at Director level in the Resources Directorate and proposing a revised organisation structure.

The report explained that the costs of the proposals, together with the costs of the recruitment process to fill the posts of Director of HR and OD and Director of ICT, would be contained within existing budgets.

Responding to a concern expressed by a Member relating to diversity and the profile of officers at Corporate/Director level, the Chair confirmed that the recruitment agency would be asked to ensure that the recruitment process was free of barriers and open to a wide range of people. The Chief Executive, whilst acknowledging that some progress had been made, reassured the Panel that improving the work force profile of the Council to ensure that it better reflected the make-up of the Borough would be a key priority of the returning Human Resources Team under the new Director of Human Resources & Organisational Development (HR&OD)

In response to a question in relation to the Head of Legal Practice undertaking the Monitoring Officer role for the London Borough of Barnet on a trial basis, the Director of Legal and Governance confirmed that the payment received from Barnet would be used to back fill thus ensuring that the proposal had no adverse impact on the service provided to Members.

**RESOLVED:** That

- (1) the remuneration packages for the posts of Director of ICT and the Director of HR&OD, both at D2 grade (£106,842-£120,275), be approved;
- (2) it be noted that the role of Divisional Director, Commercial Contracts & Procurement would be deleted and the Head of Procurement role regraded;
- (3) the changes to the role profiles for the posts of Director of Customer Services and Business Transformation, Director of Strategy and Director of Finance, as set out in the officer report, be noted; and
- (4) the Director of Legal & Governance be authorised to make temporary additional payments to the Head of Legal Practice.

#### **48. Exclusion of the Press and 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>
6	Severance Package of £100,000 or greater	Information under paragraphs 1 (contains information relating to any individuals) and 3 (information relating to the financial and business affairs of any particular person (including

the authority holding that information).

[Note: Councillors Ashton and Osborn wished for to be recorded as having voted against the above resolution].

**49. Severance Package greater than £100,000**

The Panel received a confidential report of the Corporate Director, Community which sought approval for a severance payment where the total amount concerned was greater than £100,000.

**RESOLVED:** That the contractual and statutory payments set out in the officer report be approved.

(Note: The meeting, having commenced at 2.30 pm, closed at 3.02 pm).

(Signed) COUNCILLOR GRAHAM HENSON  
Chair