

# **Chief Officers' Employment Panel**

## **Minutes**

### **24 April 2024**

**Present:**

**Chair:** Councillor Paul Osborn

**Councillors:** Marilyn Ashton Pritesh Patel  
Simon Brown

**Apologies received:** Councillor Hitesh Karia Councillor Natasha Proctor  
Councillor David Perry

**82. Membership**

**RESOLVED:** To note that

- (1) there were no nominee Members in attendance;
- (2) apologies for absence had been received from Councillor David Perry and Councillor Natasha Proctor.

**83. Declarations of Interest**

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

**84. Minutes**

**RESOLVED:** That the minutes of the meeting of the Chief Officers' Employment Panel held on 20 March 2024 be taken as read and signed as a correct record.

## Resolved Items

### 85. Approval of remuneration packages over £100,000 following restructuring of People Services Senior Management posts

Members agreed to consider an urgent report which set out a proposal for a permanent senior management structure for an Adults and Public Health Directorate and Children Services Directorate following consultation with the senior management team and Trade Unions.

The Managing Director outlined the content of the report and the proposals for the separation of People Services in to two separate directorates, the Adult Services and Public Health Directorate and the Children's Services Directorate. The two statutory postholders leading these directorates would report directly to the Managing Director and be members of the Corporate Leadership Team. The role of Corporate Director People would be deleted and there would be a full recruitment exercise for the new post of Director of Adults and Public Health.

A Member sought clarification in relation to the reporting lines of the post of Director of Education and was advised that this postholder should report to the Director of Children Services.

Members noted that the Director of Children's Services would now report directly to the Managing Director and it was commented that this was a welcome step.

**RESOLVED:** That

- (1) the remuneration packages for the posts of (D3) Director Adults and Public Health (£132,168 - £145,575) and Assistant Director Strategy and Commissioning (D1) grade (£94,356 - £111,474) be approved;
- (2) it be noted that the roles of Corporate Director People Services (D4) and the Director of People Services Strategy and Commissioning D2 will be deleted;
- (3) the appointment process for the Director of Adults and Public Health be approved.

### 86. 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 items 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 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)).

7. Severance Packages of £100,000 or greater

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)).

**87. Severance Package of £100,000 or Greater**

Members received a 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, and subject to the terms of a settlement agreement being agreed between the Council and the postholder be approved.

**88. Severance Packages of £100,000 or Greater**

Members received a confidential report which sought approval to two severance payments of greater than £100,000.

**RESOLVED:** That the severance payments, as detailed in section 2 of the officer report, following the outcome of the Environment directorate restructure be approved.

(Note: The meeting, having commenced at 5.30 pm, closed at 5.39 pm).

(Signed) Councillor Paul Osborn  
Chair