

CHIEF OFFICERS' EMPLOYMENT PANEL MINUTES

26 OCTOBER 2015

Chair: * Councillor David Perry

Councillors: * Keith Ferry * Barry Macleod-Cullinane
* Susan Hall * Anne Whitehead

* Denotes Member present

60. Membership

RESOLVED: To note the attendance at this meeting of the following duly appointed nominee Member:-

Ordinary Member

Nominee Member

Councillor Graham Henson

Councillor Anne Whitehead

61. Declarations of Interest

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

62. Minutes

RESOLVED: That the minutes of the meeting held on 8 September 2015 be taken as read and signed as a correct record.

RESOLVED ITEMS

63. Remuneration Packages of £100,000 or Greater

The Chief Executive presented his report which sought approval for changes to the remuneration to senior management posts as a result of the senior management restructure.

A Member sought clarification on the difference in responsibility for regeneration between the Chief Executive and Divisional Director Regeneration & Planning. The Chief Executive explained that he had overall strategic responsibility for delivery of the Council's significant regeneration agenda and the Divisional Director had operational responsibility for regeneration, planning and economic development. The Leader pointed out that the Divisional Director reported directly to the Chief Executive and was the only Divisional Director who did not report through a Corporate Director.

A Member commented that the savings arising from the senior management restructure would be eroded by the increases in grades and pay. The Divisional Director of Human Resources, Development and Shared Services explained that the Council's Pay Policy was that the grading for all posts be determined through job evaluation and that the Council was therefore bound to consider any change in grade arising from job evaluation following a change in responsibilities. The Chief Executive emphasised that the increases were not significant in the context of the overall revenue savings from the restructure which amounted to over £1m.

Having been put to the vote it was

RESOLVED: That the changes to the remuneration for the posts of Divisional Director of Regeneration and Planning and Divisional Director of Commissioning (Community), as set out in the report of the Chief Executive, be approved.

64. Exclusion of 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(s) for the reasons set out below:

<u>Item</u>	<u>Title</u>	<u>Reason</u>
6.	Severance Payments of £100,000 or greater	Information under paragraph 1 (contains information relating to any individual).
7.	Appointment of Corporate Director, People	Information under paragraph 1 (contains information relating to any individual).

65. Severance Payments of £100,000 or greater

The Chief Executive presented the report that sought approval for a severance payment where the amount concerned was £100,000 or greater

A Member commented that the post being deleted had featured in the Chief Executive's new structure and asked how many other posts could be deleted and whether the new structure was sound. The Chief Executive explained that in response to the increasing financial pressures, the Interim Corporate Director People had reviewed the management arrangements within the new directorate and considered that the post could be deleted. The Chief Executive re-assured Members that there was sufficient capacity within the service to pick up the key responsibilities. A Member questioned whether this would also result in an increase in grade for other managers and the Chief Executive advised that this was possible but had not yet been determined.

RESOLVED: That the payment of the contractual and statutory payments to the Divisional Director Special Needs Services, who it was proposed would be made redundant as set out in the report of the Interim Corporate Director, People, be approved.

66. Appointment of Corporate Director People

The Chair confirmed the selection process that would be followed for the appointment of the Corporate Director, People and the Panel agreed the questions to be asked of the candidate.

In response to concerns raised by a Member, the Chair requested that the Divisional Director, Human Resources, Development and Shared Services review the selection process for Chief Officer roles and specifically the process for validating statements made in candidate applications and report back to members of the Panel.

The Panel voted on the whether the candidate met each of the selection criteria and it was

RESOLVED: That Mr Chris Spencer, Interim Corporate Director, People of the London Borough of Harrow be appointed as Corporate Director, People with effect from a date to be determined and in accordance with the conditions governing Chief Officer posts.

(Note: The meeting, having commenced at 6.30 pm, closed at 8.29 pm).

(Signed) COUNCILLOR DAVID PERRY
Chair