

# Chief Officers' Employment Panel

## Minutes

### 18 March 2021

**Present:**

**Chair:** Councillor Graham Henson

**Councillors:** Marilyn Ashton  
Maxine Henson  
Paul Osborn  
Anjana Patel  
Christine Robson  
Krishna Suresh

#### 62. Membership

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

Ordinary Member

Nominee Member

Councillor Keith Ferry

Councillor Maxine Henson

#### 63. Declarations of Interest

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

#### Resolved Items

#### 64. Minutes

That the minutes of the meeting of the Chief Officers' Employment Panel held on 14 January 2021 be taken as read and signed as a correct record.

**65. Re-grading of the posts of Director of Education and Director People Services Strategy and Commissioning**

Members received a report which made a recommendation in relation to the review of the senior management structure of People Services for Education Services and People Services Commissioning and Strategy and proposed additional responsibilities and approval of remuneration packages.

The Corporate Director of People Services introduced the report and explained that the role profiles for the Divisional Director posts and titles had needed to be reviewed and updated to reflect the changes that had evolved over time and to incorporate current responsibilities. Both postholders were already fulfilling the additional responsibilities and were currently at the top of the spinal point in D1 and therefore the increase was relatively small. The Hays evaluation of the roles had been paused at the start of the COVID 19 pandemic and therefore the postholders would be eligible for the re-grading back to April 2020.

In response to a Member's questions as to the additional responsibilities being undertaken that warranted an increase in salary from D1 to D2 and the backdating of payments, the Corporate Director advised that the Director Strategy had been undertaking the additional responsibilities in relation to both procurement of contracts and supervision. In terms of the Director of Education, increased supervisory responsibilities were being undertaken and new services delivered. An officer clarified that the evaluation of both roles had indicated that the correct salary point was secure within D2 and that the backdating of pay was in line with the process as the additional responsibilities were being undertaken. She added that the postholders would not receive an increment until April 2022.

The Panel noted the reservations of some Members in terms of the backdating of pay for a year when others had lost their jobs as a result of the pandemic but acknowledged that this fell outside of their remit.

**RESOLVED (unanimously):** That the grade of D2 (£109,785 to £123,588) be applied to the posts of Director of Education and Director of People Services Strategy and Commissioning.

(Note: The meeting, having commenced at 11.03 am, closed at 11.37 am).

(Signed) Councillor Graham Henson  
Chair