

EMPLOYMENT COMMITTEE

Minutes of the meeting held on Wednesday 15 October 2008 at the Town Hall, Royal Leamington Spa at 4.30 pm.

PRESENT: Councillor Coker (Chairman); Councillors Caborn, Crowther, Michael Doody, Gifford, Mrs Goode, Hammon, Kirton, Mrs Knight and Shilton.

513. **DECLARATIONS OF INTEREST**

There were no declarations of interest.

514. **ORGANISATION STRUCTURE ISSUE**

The Committee considered a report from the Chief Executive regarding the posts of Strategic Directors.

Two of the posts were currently vacant which, in line with recruitment practice, provided an opportunity to review the positions before they were advertised.

It was proposed that the staffing establishment should be amended to reduce the number of Strategic Director posts by one and amend the designation of the two remaining Strategic Directors to Deputy Chief Executives. A net saving of £70,000 could be achieved by taking this action.

As a result, the Chief Executive would undertake a review to redistribute the responsibility for service areas between the Chief Executive and the Deputy Chief Executives

The introduction of Deputy Chief Executive posts would provide the opportunity to strengthen the strategic decision making capacity within the Council and for the Corporate Management Team to concentrate on achieving corporate objectives. It increased the level of responsibility for the new Deputy Chief Executives posts and thereby created a responsibility to manage across the Council rather than just at a directorate level

The report also examined the risks of implementing this proposal. One such risk was their would be insufficient capacity at the senior management level but it was believed that this risk would be mitigated by a change in the management relationship between the Deputy Chief Executives and the Heads of Service using the new competency framework to make clear the management expectations within the Council. It would also be mitigated by being clearer about priorities for work and balancing expectations of what could be achieved within the available staff time.

RESOLVED that

- (1) the Council's staffing establishment be amended to reduce the number of Strategic Director posts by one and change the designation of the two

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remaining Strategic Directors to Deputy Chief Executives;

- (2) the Chief Executive undertakes a review to redistribute the responsibility for service areas between the Chief Executive and the Deputy Chief Executives;
- (3) the Executive be recommended to agree that the salary for the Deputy Chief Executive posts be agreed with the Group Leaders in consultation with the Chief Executive following a benchmarking exercise; and
- (4) the salary scales and terms and conditions of JNC officers be reviewed and any changes reported to the Employment Committee and Executive in March 2009.

515. PUBLIC AND PRESS

RESOLVED that under Section 100(a) of the Local Government Act 1972 the public and press be excluded from the meeting for the following item, by reason of a likely disclosure of exempt information within the paragraphs of Schedule 12(a) of the Local Government Act 1972 following the Local Government (Access to Information) (Variation) Order 2006, as set out below.

Minute No.	Para No.	Reason
516	1	Information relating to any individual

516. STAFFING ISSUE

The Committee considered a report from the Head of Law and Governance, Warwickshire County Council concerning the staffing issue which been discussed at the meeting of the Committee held on 12 August 2008.

The report commented on the progress which had been made since that meeting and the Leader of the Council and the Head of Law and Governance, Warwickshire County Council, explained in detail the background to the proposals which were now presented to the Committee for consideration. Various other actions which would be required before the proposals could be implemented were also explained.

The Head of Law and Governance advised the Committee that, in her opinion, the proposals were justifiable in the interests of efficiency of service.

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RESOLVED that

- (1) the proposals reported by the Leader of the Council and the Head of Law and Governance, Warwickshire County Council be approved;
- (2) the financial implications of the decisions be referred to the Executive for consideration;
- (3) if it proved not possible to implement the decisions as agreed with the parties concerned, the decisions made at the meeting on 12 August 2008 be implemented together with the action referred to in recommendation (4) of the report of the Chief Executive to that meeting; and
- (4) sincere thanks be expressed to Councillor Coker and the Head of Law and Governance, Warwickshire County Council for the actions that they had taken in this matter since its outset.

(The meeting ended at 5.30 pm)