

MINUTES OF JOINT JNC SALARIES & CONDITIONS AND APPOINTMENTS PANEL

Wednesday, 10 May 2017
(5:30 - 6:05 pm)

Present: Cllr Dominic Twomey (Chair), Cllr Cameron Geddes and Cllr Elizabeth Kangethe

Apologies: Cllr Darren Rodwell, Cllr Saima Ashraf and Cllr Eileen Keller

5. Declaration of Members' Interests

There were no declarations of interest.

6. Appointment of Chair

Councillor Twomey was appointed to preside over the meeting as the Chair of the Panel, Councillor Rodwell, was not present.

7. Private Business

It was resolved to exclude the public and press from the remainder of the meeting by reason of the nature of the business to be discussed which included information exempt from publication by virtue of paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972 (as amended).

8. Regrading of the Post of Commissioning Director, Education

The Chief Executive introduced a report on the proposed regrading of the post of Commissioning Director, Education.

In 2016, the Panel approved proposals to establish a high-level management structure to meet the objectives of the Council's Ambition 2020 (A2020) transformation programme. Part of the proposals included the new post of Commissioning Director, Education and the incumbent of the post of Divisional Director, Education Youth and Childcare was assimilated into this new post with the Divisional Director post being deleted.

The proposals approved in 2016 also included the deletion of the post of Corporate Director of Children's Services and the amalgamation of the statutory and other responsibilities of that role and those of the Corporate Director of Adult and Community Services, under the new post of Strategic Director, Service Development and Integration. The new arrangements have been in place over the past year, and the Commissioning Director, Education has taken on a higher level of responsibility, as well as increasing involvement in the wider skills agenda. Accordingly, the job description for the Commissioning Director, Education post had been reviewed and re-evaluated, under the HAY Job Evaluation Scheme, at grade CO4.

In response to questions from the Panel, the Chief Executive confirmed the following:

- a) The revisions to the job description, which reflected the additional responsibilities, did not require the post to be re-advertised;
- b) The postholder had been successfully assessed against the new job description and person specification for the role;
- c) The review of the job description and grade of the post reflected the postholder's instrumental role in leading the improvements in education in the Borough and the more complex demands of the role since the establishment of the post;
- d) The proposals were supported by the Cabinet Member for Educational Attainment and School Improvement; and
- e) The postholder's current salary was £98,399.

The Panel noted the revised job description for the post of Commissioning Director, Education and **resolved** to approve the regrading of the post from CO2 to CO4 under the HAY Job Evaluation Scheme with effect from 1 April 2017.

9. Permanent Establishment of Post of Transformation Director

The Chief Executive presented a report on the proposal to formally establish the permanent post of Transformation Director.

The Chief Executive advised that an initial six-month secondment opportunity had been advertised in May 2015 for the position of Programme Director to manage the Council's A2020 Programme. Meena Kishinani, then Divisional Director, Strategic Commissioning, Safeguarding and Integrated Early Help, applied successfully and was seconded on her existing grade of CO4.

On 9 March 2016, the JNC Salaries and Conditions Panel agreed interim changes to the management structure of the Council. The position of Commissioning Director, Children's Care and Support was created as part of the new structure, which became Ms Kishinani's substantive position through application of the Council's assimilation procedure. As Ms Kishinani's secondment had been extended, Christopher Bush was appointed as Interim Commissioning Director, Children's Care and Support from 25 April 2016 – 30 June 2017.

The Chief Executive stated that as it was clear that the process of transforming the Council's services would be ongoing, he wished to permanently establish the post of Transformation Director to oversee and manage the crucial stages of implementation. As a consequence, Ms Kishinani's substantive post of Commissioning Director, Children's Care and Support would be able to be filled on a permanent basis, providing stability within Children's Care and Support.

In response to Members' comments regarding the Council's transformation programme and the need for the post to be made permanent, the Chief Executive confirmed that the Council's process of transformation would take at least another two years to become embedded, which he felt justified making the post permanent.

The Panel **resolved** to approve the permanent establishment of the post of Transformation Director at grade CO4.

10. Appointment of Transformation Director and Commissioning Director, Children's Care and Support

Further to Minute 9 above, the Chief Executive presented a report on the proposed appointment of Meena Kishinani, who had held the position of Programme Director for two years on a secondment basis, to the permanent position of Transformation Director.

The report also proposed the appointment of Christopher Bush, who held the position of interim Commissioning Director, Children's Care and Support, to this position on a permanent basis in view of Ms Kishinani's proposed appointment as Transformation Director. The Head of Workforce Change advised, however, that the Council's policy stated that in the case of reviews, the person filling an interim or acting position was only considered for assimilation to the post on a permanent basis, if they had been in the position for two years or more. The Chief Executive recommended that Mr Bush be interviewed for the permanent position of Commissioning Director, Children's Care and Support and the appointment be referred to a future JNC Appointments Panel.

The Panel resolved to:

- (i) Approve the appointment of Ms Kishinani to the permanent post of Transformation Director; and
- (ii) Refer the appointment to the permanent position of Commissioning Director, Children's Care and Support to a future JNC Appointments Panel.

11. Proposed Revision to Senior Management Structure

The Strategic Director for Growth and Homes presented a report on proposals to create a new post of Commissioning Director, Regeneration, Housing and Investment, and to delete the posts of Commissioning Director, Growth, Homes and Regeneration, and Commissioning Director, Housing and Employment.

The Panel had heard that over the last 18 months, the JNC Salaries and Conditions Panel had approved a range of proposals relating to the top tier and second tier management structure of the Council to progress its transformation proposals and the recommendations of the Growth Commission.

The interim structure for the Growth and Homes service which was established in April 2016 comprised three Commissioning Director portfolios reporting to the Strategic Director, covering culture and heritage, regeneration and planning, and housing and employment strategy.

At its meeting on 19 July 2016, the Cabinet agreed the implementation of a range of new service design proposals as part of the Council's A2020 programme, which included the establishment of the Be First, Home Services and Traded Services Council-owned companies and the My Place corporate property management service.

The review of the structure and capacity within the Growth and Homes service was aimed at complementing the new delivery bodies and enabling the service to meet its key responsibilities under the new commissioning framework. The purpose of

the Growth and Homes service going forward would be to develop comprehensive strategies for growth, economic development, transport, housing, culture and heritage, and to ensure that the Council delivered its ambition to become "London's growth opportunity". The Strategic Director advised that the existing post of Commissioning Director for Culture and Recreation and the new post of Commissioning Director, Regeneration, Housing and Investment would be crucial to the successful implementation of the new operating model. No current postholders were eligible for assimilation and, therefore, the new post would be subject to open competition and advertised in line with Council procedures.

In response to questions from the Panel, officers clarified the following matters:

- a) The indicative grade of CO2 stated within the report for the new post was the same as that of the post of Commissioning Director for Culture and Recreation. It would be necessary to test the market and finalise the salary for the new post in accordance with the Council's job evaluation scheme; and
- b) The role of Commissioning Director for Culture and Recreation would have an important role under the Council's transformation agenda with a focus on strategy development and securing external resources to promote the Borough's parks and open spaces, culture and heritage.

The Panel **resolved** to:

- (i) Approve the creation of the new post of Commissioning Director, Regeneration, Housing and Investment;
- (ii) Note the indicative grade of CO2 for the new post and authorise the Chief Executive to determine the final grade/ salary in line with the Council's job evaluation scheme; and
- (iii) Approve the deletion of the posts of Commissioning Director, Growth, Homes and Regeneration, and Commissioning Director, Housing and Employment.