

MINUTES OF JNC SALARIES AND CONDITIONS PANEL

Tuesday, 17 November 2015
(4:30 - 5:05 pm)

Present: Cllr Darren Rodwell (Chair), Cllr Saima Ashraf, Cllr Laila Butt, Cllr Elizabeth Kangethe and Cllr Eileen Keller

Apologies: Cllr Dominic Twomey

1. Declaration of Members' Interests

There were no declarations of interest.

2. Minutes (15 May 2015)

The minutes of the meeting on 15 May 2015 were confirmed as correct.

3. 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).

4. Proposal to Amend the Second Tier Management Structure of the Council

The Chief Executive introduced the report on proposed changes to the Council's second tier management structure. The report built on the new top team structure agreed by Assembly and recently put in place with the recruitment of four Strategic Directors and a new Divisional Director.

The Chief Executive explained that proposals contained in the report had an emphasis on building capacity and bringing together service areas that had compatible synergies and will importantly deliver savings meeting the helping to meet the commitment of reducing the overall cost of the top 5% of staff by £350,000 and then £650,000 over the next two years. The report outlined proposals for the areas of responsibility under the Strategic Director of Finance and Investment (SDFI) and the Strategic Director of Customer, Commercial and Service Delivery (SDCCSD) and clarified future arrangements relating to the current Head of Legal and Democratic Services (HLDS) post whose salary was part-funded by Thurrock Council under the shared Legal Service arrangements. In respect of the latter issue, it was noted that although the shared Legal Service arrangements would continue the scope of the HDLS's involvement in operational matters at Thurrock Council would reduce significantly with the intention that it would be a full-time role by 1 April 2016. That had presented the opportunity for the HDLS role to take on responsibilities relating to the Employee Relations and HR Business Partner services, in recognition of the close working relationships that already existed between the services, and to give greater emphasis to commercialising the Legal Service on behalf of both Councils. As a consequence,

it was proposed that the HDLS post be redesignated Director of Law and Governance.

The SDFI outlined the proposals pertaining to his area, which were to create a new Divisional Director role which would provide for a Deputy Section 151 Officer at a more senior level than currently existed and would allow for an individual, other than the SDFI, to have a view of the whole of the Council's finances. The current Group Manager for Corporate Finance role would be deleted alongside the two roles reporting in to it and, alongside the new Divisional Director role, a new Chief Accountant role would be created. The SDFI also outlined other changes relating to his service as detailed in the report, including the deletion of the Group Manager for Strategy post.

The SDCCSD then outlined proposals put forward that were within her remit. In summary, these were:

- To acknowledge that the Interim Director of Housing would be leaving as the new Strategic Director of Growth and Homes arrived;
- That the post of Divisional Director of Environmental Services would be deleted as the first stage in recognising the step change expected from these services and the need to build the structure from the ground up; and
- That the Divisional Director of Human Resources and Organisational Development role would be deleted in order that the functions currently beneath it could be split into different areas, from which it was believed greater synergy could deliver a greater impact for the organisation.

Members of the Panel asked the officers present a number of questions of clarification.

The Panel **resolved** to:

- (i) Approve the reorganisation of the second tier management structure as detailed in the report;
- (ii) Agree that the post of Divisional Director of Finance be established at grade CO3 (£101,196); and
- (iii) Agree that the Head of Legal and Democratic Services post be redesignated Director of Law and Governance at grade CO4 (£108,661).