

# MINUTES OF JOINT JNC SALARIES & CONDITIONS AND APPOINTMENTS PANEL

Tuesday, 31 October 2017  
(10:07 - 10:53 am)

**Present:** Cllr Darren Rodwell (Chair), Cllr Saima Ashraf, Cllr Eileen Keller, Cllr Dominic Twomey and Cllr Phil Waker

**Apologies:** Cllr Cameron Geddes

## 12. Declaration of Members' Interests

There were no declarations of interest.

## 13. Minutes (10 May 2017)

The minutes of the meeting on 10 May 2017 were confirmed as correct.

## 14. 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 4 of Part 1 of Schedule 12A to the Local Government Act 1972 (as amended).

## 15. Proposed Revisions to the Senior Management Structure

The Chief Executive presented a report on the outcome of his latest review of the Council's senior management structure.

The Chief Executive explained that several key milestones had been reached earlier in the month with the launch of Be First, the arms-length regeneration company, and the commencement of the new My Place and Community Solutions service delivery models. The latest proposals therefore represented the next stage of evolution from the arrangements that were originally agreed by the JNC Salaries and Conditions Panel in May 2015 and would create a platform to move from 'building' to 'running' the new Council.

The main elements of the proposals were:

- The establishment of the post of Director, People and Resilience, to replace the post of Strategic Director, Service Development and Integration, on the retirement of the existing Strategic Director in Spring 2018;
- The Chief Operating Officer subsuming the responsibilities as deputy to the Chief Executive on the retirement of the Strategic Director, Service Development and Integration;
- The deletion of the posts of the Strategic Director, Growth and Homes, and Commissioning Director, Regeneration, Housing and Investment, to be replaced by Director, Inclusive Growth;

- The post of Director, Law and Governance, assuming responsibility for Enforcement services and the direct line management of the Operational Director, Enforcement, in view of the close relationships between the Council's Legal and Enforcement services;
- The deletion of the post of Director, Strategy and Programmes, to be replaced by Director, Policy and Participation, with the new post assuming a wider responsibility for community development and engagement as well as strategic responsibility for culture and heritage, including the direct line management of the Commissioning Director, Culture and Recreation;
- That once the proposals were fully implemented, the new strategic leadership team would be made up by the Chief Executive, the Chief Operating Officer, the Director, People and Resilience, the Director, Inclusive Growth, the Director, Law and Governance, and the Director, Policy and Participation.

The cumulative saving from the above would be no less than £100,000 in a full year stemming from the overall loss of one senior management post and increases to the salaries of the posts of Chief Operating Officer, the Director, Law and Governance and the Director, Policy and Participation, to reflect their new responsibilities.

The Chief Executive confirmed that the above proposals would be subject to a four-week consultation with affected staff.

In response to questions, the Chief Executive explained the practical impact of several of the proposed changes and gave some background to wider senior management changes that had occurred since May 2015. Following on, the Chief Executive agreed to provide Councillor Waker with details of the current top 20 management structure and the £1m+ savings in senior management costs that had been achieved. Comments were also made regarding an 'upward drift' in senior management pay, which the Chief Executive suggested could be partly attributed to the current market for aspiring senior managers in the public sector, and the interest shown by other Councils in many of the innovative projects being led by the Council.

Arising from its considerations, the Panel **resolved** to:

- (i) Approve changes to the responsibilities of the Chief Operating Officer and the Director, Law and Governance and the regrading of the posts to CO7 and CO5 respectively, as detailed in the report;
- (ii) Approve the deletion of the existing roles of:
  - Strategic Director, Service Development and Integration (on the retirement of the current post-holder);
  - Strategic Director, Growth and Homes;
  - Director of Strategy and Programmes; and
  - Commissioning Director, Regeneration, Housing and Investment.
- (iii) Approve the establishment of the following new roles:

- Director, People and Resilience;
  - Director, Inclusive Growth;
  - Director, Policy and Participation;
- (iv) Note the indicative grades for the new posts as detailed in paragraph 4.1 of the report and authorise the Chief Executive to determine the final grade / salary in line with the Council's job evaluation scheme, the outcome of consultation with staff and, if required, to apply a market supplement for the proposed post of Director, People and Resilience; and
- (v) Recommend the Assembly to approve, subject to formal consultation, the assimilation of the current Director of Strategy and Programmes into the post of Director, Policy and Participation, in accordance with the Council's assimilation procedures.