

MINUTES OF JNC APPOINTMENTS, SALARIES AND STRUCTURES PANEL

Tuesday, 18 August 2020
(3:05 - 3:40 pm)

Present: Cllr Darren Rodwell (Chair), Cllr Evelyn Carpenter, Cllr Elizabeth Kangethe, Cllr Donna Lumsden, Cllr Dominic Twomey and Cllr Maureen Worby

1. Declaration of Members' Interests

There were no declarations of interest.

2. 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 paragraphs 1 and 4 of Part 1 of Schedule 12A to the Local Government Act 1972 (as amended).

3. Senior Officer Review

Further to Minute 12 of the meeting held on 7 April 2020, the Cabinet Member for Finance, Performance and Core Services introduced a report from the Acting Chief Executive on a number of proposals relating to senior management posts and the intention to carry out a full, benchmarked review of the Council's senior pay grading structure later in the year.

The first proposal related to the post of Transformation Director, which had been established in 2015 (initially as Programme Director, Ambition 2020). The Council's Ambition 2020 transformation programme was now concluding with the ending of the Elevate East London contract. The last tranche of Elevate staff, relating to the Revenues and Benefits service, were transferring back to the Council on 1 September 2020 and, with that, the primary aims of the Transformation Director role had been achieved. It was proposed, therefore, that the post be deleted with effect from 5 September 2020 and the current line management and other responsibilities be split between the Director of Policy and Participation and the Chief Operating Officer (Acting Chief Executive). It was noted that the postholder, Meena Kishinani, had been fully consulted on the proposal and had indicated that she wished to waive her notice period and leave the Council on that date. Members placed on record their appreciation of the tireless work and commitment that Ms Kishinani had given to the Council throughout her service.

The Cabinet Member went on to explain that in advance of the wider review of the senior pay structure, the posts of Head of Workforce Change and Operational Director, Children's Care and Support, had been reassessed and benchmarked in recognition of the changing scope and complexities of the posts since their creation. The post of Head of Workforce Change was currently a third-tier officer position (below Chief Officer level), reporting to the Director of Law and Governance. The intention was to re-designate the post as Director of Workforce Change at Chief Officer-level grade CO2 and delete the post of Head of Workforce

Change once the new Director-level post was filled. The post of Operational Director, Children's Care and Support, had been assessed at grade CO2 when it was established in May 2016, although a market supplement had also been applied in view of the difficulties in attracting the best possible candidates in such a competitive market. A re-evaluation of the job description had assessed the post at grade CO4, which was comparable with salary levels for equivalent roles across London.

Previous JNC Panels had approved interim appointments to the posts of Director of Policy and Participation and Director of My Place and the Cabinet Member advised on the intention to seek permanent appointments to both posts (and also that of Director of Workforce Change) via internal advertisements. In respect of the Director of Policy and Participation post, the Cabinet Member also explained the rationale for redesignating the post as Director of Strategy and Participation and, following recruitment to that post, the deletion of the post of Commissioning Director, Adults' Care and Support, which was the substantive post of the current Director of Policy and Participation.

With regard to the senior pay grading benchmark review proposed for later in the year, the Cabinet Member advised that the last full review had taken place in 2013 and it was appropriate, therefore, to review the entire senior pay structure in the light of developments since that time. He clarified, however, that the intention was not to use the review as a mechanism for a general uplift across all senior pay but rather to inform a detailed reassessment of roles, responsibilities and performance. The Leader added that while the remit of the JNC Panel related only to senior management pay, the Council's entire workforce was its greatest asset and the level of pay, from the lowest to the highest, would continue to be monitored to ensure that all employees were appropriately remunerated.

Members discussed a number of issues relating to the proposals, one of which was the impact on service delivery of the proposed deletion of the post of Commissioning Director, Adults' Care and Support. It was noted that the third-tier management structure for both Adults' and Children's Care and Support services had been reviewed and bolstered which, together with the consolidation of the Commissioning Director functions for both areas, gave greater flexibility and would assist the Director of People and Resilience in her future plans for the services.

The Panel **resolved** to agree:

- (i) That with the completion of the Ambition 2020 programme, the post of Transformation Director be deleted with effect from 5 September 2020 and the postholder be made redundant;
- (ii) The deletion of the post of Head of Workforce Change and the creation of, and recruitment to, a new post of Director of Workforce Change at grade CO2 (£97,173), to reflect the role and responsibilities of the current role;
- (iii) The permanent recruitment to the post of Director of My Place;
- (iv) The renaming of the Director of Policy and Participation post to Director of Strategy and Participation and the permanent recruitment to that post;

- (v) The deletion of the post of Commissioning Director, Adults' Care and Support;
- (vi) The regrading of the post of Operational Director, Children's Care and Support to grade CO4 (£115,325), which consolidated the current market supplement applied to the post and reflected the benchmarked market rate for the post; and
- (vii) That a review and benchmarking exercise of the Council's senior pay structure be commissioned for consideration by the Panel later in the year.

It was further noted that with the ending of the contract with Elevate East London on 1 September 2020, the post of Elevate Chief Executive would no longer exist and, as a consequence, the postholder, Sue Lees, would also be leaving the Council on 5 September 2020. Members placed on record their appreciation to Ms Lees for her integral role in the successful partnership and extended their very best wishes for the future.