



Democratic Support

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Chief Officer Appointments Panel

Friday 2 November 2018

10.00 am

Council House, Plymouth (Next to the former Civic Centre)

Members:

Councillor Mrs Aspinall, Chair

Councillors Mrs Beer, Bowyer, Evans OBE, Lowry, Mrs Pengelly and P Smith.

Members are invited to attend the above meeting to consider the items of business overleaf.

For further information on attending Council meetings and how to engage in the democratic process please follow this link - <http://www.plymouth.gov.uk/accesstomeetings>

Tracey Lee

Chief Executive

Chief Officer Appointments Panel

Agenda

1. Apologies

To receive apologies for non-attendance submitted by Panel Members.

2. Declarations of Interest

Members will be asked to make any declarations of interest in respect of items on the agenda.

3. Minutes (Pages 1 - 4)

The Panel will be asked to confirm the minutes of the meeting held on 28 September 2018.

4. Chair's Urgent Business

To receive reports on business which, in the opinion of the Chair, should be brought forward for urgent consideration.

5. Exempt Business

To consider passing a resolution under Section 100(4) of the Local Government Act, 1972 to exclude the press and public from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1, 2 and 4 of Part I of Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

Part II (Private Meeting)

Agenda

Members of the Public to Note

That under the law, the Panel is entitled to consider certain items in private. Members of the public will be asked to leave the meeting when such items are discussed.

6. Recruitment of Service Director for Children, Young People and Families Department (Pages 5 - 12)

7. Recruitment of Service Director for Human Resources and Organisational Development (Pages 13 - 20)

Chief Officer Appointments Panel

Friday 28 September 2018

PRESENT:

Councillor Mrs Aspinall, in the Chair.

Councillors Mrs Beer, Bowyer, Lowry, Mrs Pengelly, P Smith and Tuffin (substitute for Councillor Evans OBE).

Apology for absence: Councillor Evans OBE.

Also in attendance: Alison Botham (Director of Children's Services), Martin Runciman (HR Consultant), Bernadette Smith (Senior HR and OD Business Partner) and Helen Prendergast (Democratic Adviser).

The meeting started at 9.30 am and finished at 10.20 am.

Note: At a future meeting, the Panel will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

1. Declarations of Interest

There were no declarations of interest made by Councillors in accordance with the code of conduct.

2. Minutes

Agreed that the minutes of the meeting held on 23 July 2018 are confirmed as a correct record.

3. Chair's Urgent Business

There were no items of Chair's urgent business.

4. Exempt Business

Agreed that under Section 100(4) of the Local Government Act, 1972 to exclude the press and public from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1, 2 and 4 of Part I Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

5. Recruitment of Service Director for Children, Young People and Families

Alison Botham (Director of Children's Services) provided an update on the recruitment of the Service Director for Children, Young People and Families.

The Panel agreed that –

- (1) in principle the interim arrangements for the Service Director for Children, Young People and Families should be extended;
- (2) following a review of the recruitment process so far, Panel Members would receive an update and further information at the next Panel meeting.

(Councillor McDonald who had responsibility for this area within her portfolio was not present for this item however Councillor Peter Smith represented her).

6. **People Directorate Senior Management Update**

An update report was presented on the People Directorate's Senior Management.

The Panel noted and agreed to an extension to secondment arrangements of the Service Director for Integrated Commissioning on a part time basis to the CCG for a further period of up to six months which would be up to 31 March 2019.

7. **Update on Interim Arrangements for the Strategic Director for Transformation and Change**

An update report on the interim arrangements for the Strategic Director for Transformation and Change was provided.

The Panel noted and agreed to an extension to the timescale for the current interim arrangement until 30 November 2018.

(Councillor Evans OBE who had responsibility for this area within his portfolio was not present for this item however Councillor Peter Smith represented him).

8. **Update on Proposals for Chief Officer Reward**

Martin Runciman (HR Consultant) provided a verbal update on the proposals for the Chief Officer Reward scheme.

The Panel noted the current work being undertaken with regard to the implementation of a Chief Officer Reward scheme.

The Panel agreed that Martin Runciman (HR Consultant), with HROD Departmental support as necessary, would offer a joint Member briefing session to be held in good time, prior to the Council meeting in November 2018.

(Councillor Evans OBE who had responsibility for this area within his portfolio was not present for this item however Councillor Peter Smith represented him).

9. **Senior Leadership Team in Place Directorate**

An update report was presented on matters relating to the Senior Leadership Team in the Place Directorate.

The Panel agreed to approve the extension of market factor supplements for four Senior Leadership Team officers in the Place Directorate, for a further period up to 31 March 2019. This will total £2,098 (including on costs).

The Panel noted that as further work was still required on the review of Total Reward for the Senior Leadership Team. If the outcome of this review is implemented prior to the end of March 2019, these payments may cease earlier.

(Councillor Evans OBE who had responsibility for this area within his portfolio was not present for this item however Councillor Peter Smith represented him).

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The following relates to exempt or confidential matters (Para(s) 1, 2, 4 of Part 1, Schedule 12A of the Local Govt Act 1972). A breach of confidentiality could prejudice the Council/person/body concerned & might amount to a breach of the councillors /employees codes of conduct.

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