

Chief Officer Appointments Panel

Wednesday 5 December 2018

PRESENT:

Councillor Parker Delaz-Ajete (substitute for Councillor Mrs Aspinall), in the Chair.

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

Apologies for absence: Councillors Mrs Aspinall and Councillor Peter Smith.

Also in attendance: Carole Burgoyne (Strategic Director for People), Amelia Boulter (Democratic Adviser), Helen Prendergast (Democratic Adviser), Bernadette Smith (Senior HR and OD Business Partner) and Linda Torney (Assistant Head of Legal Services).

The meeting started at 2.00 pm and finished at 2.40 pm.

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.

16. **Appointment of Chair**

The Panel agreed that Councillor Parker Delaz Ajete is appointed as Chair for this particular meeting.

17. **Declarations of Interest**

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

18. **Minutes**

The Panel agreed that the minutes of the meeting held on 2 November 2018 are confirmed as a correct record.

19. **Chair's Urgent Business**

There were no items of Chair's urgent business.

20. **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 1 Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

21. **Update on Service Director for Children, Young People and Families**

Carole Burgoyne (Strategic Director for People) together with Bernadette Smith (Senior HR and OD Business Partner) gave a verbal update on the current position relating to the recruitment to the post of Service Director for Children, Young People and Families.

Following the recommendations that the Panel agreed at the meeting held on 2 November 2018, Members were informed that the final report from the Ofsted inspection had not been received and at this stage only headline feedback had been provided.

An update was provided on the range of options that had been considered and the most appropriate way forward.

The Panel noted the update on the recruitment of the Service Director for Children, Young People and Families.

The Panel agreed that officers commence the selection process including the work required, in order to secure a recruitment agency for this post.

The Panel requested an update on interim arrangements in respect of the Service Director for Children, Young People and Families.

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

22. **Organisational Design**

Carole Burgoyne (Strategic Director for People) together with Bernadette Smith (Senior HR and OD Business Partner) and Linda Torney (Assistant Head of Legal Services) presented the report on Organisation Design.

A report was presented to Council on 19 November 2018 which detailed the work undertaken so far, confirmed the ongoing priorities and areas of focus and proposed a small number of further changes to the Senior Management structure.

The Panel agreed that –

- (1) the outcomes of the proposed changes contained within the report are implemented;

- (2) a cross party working group of the Chief Officer Appointments panel is established to undertake further focussed work on the issue of a Total Reward Scheme for Chief Officers.