

# Chief Officer Appointments Panel

Friday 27 September 2019

## PRESENT:

Councillor Mrs Aspinall, in the Chair.

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

Apologies for absence: Councillor Mrs Pengelly.

Also in attendance: Carole Burgoyne MBE, Bernadette Smith (Senior HR and OD Business Partner), Kim Brown (Service Director for HR and OD) and Amelia Boulter (Democratic Advisor).

The meeting started at 4.00 pm and finished at 4.50 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.*

## 11. **Declarations of Interest**

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

## 12. **Minutes**

The Panel agreed that the minutes of the meeting held on 28 June 2019 as a correct record.

## 13. **Chair's Urgent Business**

There were no items of Chair's urgent business.

## 14. **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 Part I of Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

## 15. **Chief Officer Total Reward - Update**

Carole Burgoyne MBE, Bernadette Smith (Senior HR and OD Business Partner) and Kim Brown (Service Director for Human Resources and Organisational Development) were present for this item and referred to the report in the agenda to provide Members with an update on progress.

Agreed that the Panel -

1. Note the work undertaken on this project since the last update in June 2019.
2. Note the outcome of the independent job evaluation exercise and the impact on Chief Officer Salaries.
3. Agree the implementation of the outcomes with effect from 1 October 2019.
4. Note the new performance/behaviour framework.
5. Agree the implementation of the framework for those in scope for Chief Officer Total Reward with a further update required at a subsequent panel in respect of the role of the Assistant Chief Executive at a later date.
6. Note the work on Strategic Work Force Planning.
7. Note the new proposals for the relocation scheme, review the options for this and agree a number of change to current arrangements.

The Panel noted the work undertaken in respect of this project and gave particular thanks to Carole Burgoyne MBE for her contribution.