

## **JOINT CABINET AND EMPLOYMENT & GENERAL COMMITTEE**

**Tuesday, 10th January, 2017**

Present:-

Councillor T Gilby (Vice-Chair in the Chair)

Councillors	Ludlow	Councillors	Simmons
	Bagley		Davenport
	Serjeant		A Diouf
	J Innes		P Gilby
	Elliott		

Non-Voting	Dickinson
Members	Catt

\*Matters dealt with under the Delegation Scheme

### **25 DECLARATION OF MEMBERS' AND OFFICERS' INTERESTS RELATING TO ITEMS ON THE AGENDA**

No declarations of interest were received.

### **26 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Burrows and Huckle.

### **27 MINUTES**

#### **RESOLVED –**

That the Minutes of the meeting of the Joint Cabinet and Employment and General Committee of 1 November, 2016 be approved as a correct record and signed by the Chair.

### **28 LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF PUBLIC**

#### **RESOLVED –**

That under Regulation 21 (1)(b) of the Local Authorities (Executive Arrangements)(Access to Information)(England) Regulations 2000, the public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in the following Paragraphs of Part 1 of Schedule 12A to the Local Government Act 1972 – Paragraphs 1 and 4, on the grounds that it contained information relating to individuals and to consultations or negotiations in connection with any labour relations matter arising between the authority and employees of the authority.

29 **POLICY AND COMMUNICATIONS RESTRUCTURE AND THE DEMOCRATIC SERVICES AND ELECTIONS SECTION WITHIN THE DIRECTORATE OF RESOURCES - PHASE 2 - POLICY, COMMUNICATIONS AND DEMOCRATIC SERVICES**

The Policy and Communications Manager submitted a report recommending for approval a new employee structure which combined the current Policy and Communications Service with the Democratic Services section within the Directorate of Resources.

The Joint Cabinet and Employment and General Committee had approved phase 1 of the restructure on 1 November, 2016 which established a new Elections section within the Directorate of Resources. Recruitment to the posts of Electoral Services Manager and Elections Officer had been completed but recruitment to the permanent Elections Assistant post would be delayed pending phase 2 of the restructure as it offered potential suitable alternative employment for displaced employees.

The proposed changes in phase 2 of the restructure involved merging the Democratic Services section with the Policy and Communications Service. The new employee structure had been developed to support the aims and objectives of the Council's Workforce Strategy and sought to deliver improved quality, efficiency, flexibility and resilience. The restructure also addressed succession planning concerns, provided improved collaboration opportunities across the service and a re-designed Member and Civic Support team to provide more efficient and effective support to members and the mayoralty.

The report outlined the consultations that had taken place with affected employees, trade unions and other key stakeholders; and provided details of the financial, human resources and people management implications.

Alternative along with their reasons for rejection were also included in the report.

**\*RESOLVED –**

1. That Phase 2 of the restructure of the Policy and Communications service and the Democratic Services and Elections section, which proposes a revised structure for the Policy and Communications service and Democratic Services, be approved.
2. That the Policy and Communications Manager in consultation with the HR Manager be authorised to make appointments to the revised structure.

**REASON FOR DECISIONS**

To deliver effective corporate services to meet the changing needs of the Council.