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To: All Members of the Council
Chief Executive

Please ask for

Direct Line 01246 345277
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Our Ref
Your Ref

Dear Councillor,

Record of Decision taken by Joint Cabinet and Employment & General
Committee - 20 July, 2021

At a meeting of the Joint Cabinet and Employment & General Committee held on 20 July, 2021, the following decisions were reached on the items listed in the attached schedule.

The implementation of these Cabinet decisions is suspended until the call-in period has expired without a call-in being validly invoked. Any Member of the Council shall be entitled to call for a decision to be suspended by giving notice to the Monitoring Officer *either by telephone, fax, email or in writing not later than 5.00 pm on the day following the date of the Cabinet meeting.*

Any decision so suspended shall not be capable of implementation for a period of five calendar days from the date of the Cabinet meeting which will expire on 25 July, 2021.

(DURING THE CALL-IN PERIOD A REQUEST MAY BE MADE IN RESPECT OF ANY DECISION SO SUSPENDED BY NOT LESS THAN ONE QUARTER OF THE TOTAL MEMBERSHIP OF THE OVERVIEW AND PERFORMANCE SCRUTINY COMMITTEE. TO DO THIS YOU WILL NEED TO NOTIFY THE MONITORING OFFICER IN WRITING, BY FAX OR BY EMAIL BY 5.00 PM ON 25 JULY, 2021 BEING FIVE DAYS FOLLOWING THE DAY OF THE CABINET MEETING.)

continued

Public Information

5. Proposals for restructure of Directorate Leadership Teams

***RESOLVED –**

1. That the need to establish a new tier four staffing structure to provide leadership capacity to progress the further reshaping of the Council, as part of the range of projects to be developed through the Organisational Development programme, to ultimately improve the way in which the Council delivers and achieves outcomes set out in the Council Plan is recognised.
2. That the key corporate and service responsibilities of the new tier four roles be approved.
3. That the proposed new directorate leadership team structures, as set out in paragraphs 9.2 and 9.16 of the officer's report, be approved and authority be delegated to the Service Directors to implement the new structure in line with the Council's Human Resources policies and procedures.
4. That the pay and grading approach for the tier four roles, as set out in paragraphs 9.13 to 9.15 of the officer's report, be approved including:
 - retaining the tier four roles within Green Book terms and conditions
 - continuing to evaluate the roles through the Council's existing NJC job evaluation scheme
 - continuing, where considered appropriate, to use specific allowances to reflect additional statutory responsibilities and market supplements to support recruitment and retention

That it be recommended to Full Council that:

1. The proposals be funded through the allocation of up to £364,000 from Central Fund Reserves and up to £135,000 from the Housing Revenue Account working balance to fund the total one-off costs for the proposed 2 year fixed term appointments and through supplementary estimates of £7,940 from the General Fund and

£9,760 from the Housing Revenue Account to cover the 2021/22 costs for the proposed permanent charges to the establishment.

2. The ongoing funding of £49,490 from the General Fund and £20,940 from the Housing Revenue Account for the costs associated with the proposed permanent charges to the establishment, to be built into the Medium Term Financial Plan from 2022/23, be approved.

REASON FOR DECISIONS

To support the newly established Service Directors in delivering the significant range of priorities set out in the Council's ambitious Council Plan, achieving positive outcomes for our communities and delivering services in a safe, legal and financially sustainable manner.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Sandy', written in a cursive style.

Local Government and Regulatory Law Manager and Monitoring Officer