

JOINT CABINET AND EMPLOYMENT & GENERAL COMMITTEE

Tuesday, 20th July, 2021

Present:-

Councillor (Chair)

Councillors Blank
Brittain
D Collins
K Falconer
Holmes
J Innes

Councillors P Innes
Ludlow
T Murphy
Sarvent
Serjeant
Simmons

Non-Voting Members P Innes

*Matters dealt with under the Delegation Scheme

1 DECLARATION OF MEMBERS' AND OFFICERS' INTERESTS RELATING TO ITEMS ON THE AGENDA

No declarations of interest were received.

2 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Davenport, P Gilby and Mannion-Brunt.

3 MINUTES

RESOLVED –

That the minutes of the meeting of Cabinet held on 13 April, 2021 be approved as a correct record and signed by the Chair.

4 EXCLUSION OF PUBLIC

RESOLVED –

That under Section 100(A)(4) of the Local Government Act 1972 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 Paragraphs 1 and 4 of Part 1 of Schedule 12A of the Act.

5 PROPOSALS FOR RESTRUCTURE OF DIRECTORATE LEADERSHIP TEAMS

The Executive Director submitted a report seeking approval for the proposed restructure of the Directorate Leadership Team.

The proposed new staffing structure would support delivery of the objectives set out in the Council Plan and help to ensure that the Council would be fit for the future. The current and proposed structures were attached at Appendix A of the officer's report.

The report provided details on the financial implications and an equalities impact assessment had been completed. It was explained that the proposals had been the subject of consultation with all affected staff and their trade union representatives. The report set out the steps taken to decide the post gradings and salary benchmarking for the proposed structure. The implications for consideration and the risks of not restructuring the Directorate Leadership Team were identified.

***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 3 £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.