

Amendment - Matters Requiring Approval (Item 10 B)

Employment and Appointments Committee – 27 June 2017

Minute 3 – Recruitment to Chief Officer Posts and Structure Changes

Proposed by Councillor Phil Gilchrist

Seconded by Councillor Alan Brighthouse

Delete section (2) and replace with:

Council believes that the Employment and Appointments Committee should rethink its approach on the issue of increasing the highest salaries to attract senior officers. Council, therefore, declines to accede to the request for the scale for the Director of Children at SD2 with the suggested range £140-£155K.

Council is also concerned at the pattern that has emerged in recent years. This may reflect the experience of some councils but the system has resulted in a veritable pageant of interims on substantial daily rates.

Council regrets that the promised '*new leadership behaviours and expectations*' set out in the Corporate Plan 2013-2016 failed to bring results in key areas. Council recalls this promised that '*a new Performance Appraisal and Development programme has commenced which starts with the Chief Executive, Strategic Directors, Directors and Heads of Service*' but this, apparently, did not address the structural issues at the most senior levels.