

EMPLOYMENT AND APPOINTMENTS COMMITTEE

Monday, 18 December 2017

Present: Councillor AER Jones (Chair)

Councillors P Davies JE Green
G Davies B Mooney
P Gilchrist L Rennie

Deputy: Councillor C Jones (In place of M McLaughlin)

13 MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST

Members of the Committee were requested to declare whether they had any disclosable pecuniary interests and/or any other relevant interest in the item on this agenda and, if so, to declare it and state the nature of such interest.

No such declarations were made.

14 EXEMPT INFORMATION - EXCLUSION OF MEMBERS OF THE PUBLIC

On a motion by the Chair, duly seconded, it was -

Resolved - That, under section 100 (A) (4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the following item of business on the grounds that it involves the likely disclosure of exempt information as defined by paragraph 1 (in that it relates to an individual) of Part I of Schedule 12A (as amended) to that Act.

15 SENIOR MANAGEMENT RESOURCES

The Chief Executive introduced a report which, within the context of a continually changing operating environment, significant financial challenges for the Council and the need to ensure that resources were managed efficiently at senior level and opportunities to reduce senior management costs were explored, sought the Committee's approval to delete the post of Managing Director Delivery Services. This would form the first part of further planned savings of approximately £750k from senior managers over the next 12 months which were in the proposed budget for 2018/19.

The report also updated the Committee on recruitment to the vacant Assistant Director: Law and Governance post (Monitoring Officer) and proposed an additional salary option for that post.

The number and type of roles required at management level were continually under review and had to constantly evolve to reflect the changing organisation and external environment.

The report contained personal information about an individual and was therefore exempt by virtue of paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

Responding to comments from Members the Chief Executive outlined the way in which performance monitoring of the Managing Director of Delivery was undertaken. The Director of Corporate Resources and Reform was currently looking at the arrangements in place for attendance management.

The Chief Executive also stated that the postholder's duties would be reducing significantly over the coming months because of the transformation programme. The Assistant Director: Human Resources and Organisational Development confirmed that the Assistant Chief Executive would take over the management of these duties in the first instance and that the Chief Executive would bring a report back on future changes. Revenue savings of £158,000 per annum would be made from the deletion of the post.

Councillor Gilchrist moved and it was seconded by Councillor Lesley Rennie, that –

'This Committee is unwilling to release the individual concerned on the terms suggested and officers consider the individual for a lesser role on a lesser salary.'

The motion was put and lost (3:4)

It was moved by Councillor Phil Davies and seconded by Councillor George Davies, that –

- (1) "The deletion of the post of Managing Director Delivery Services and the subsequent severance and release of pension for the post holder by 31 March 2018, be approved.
- (2) A revised Chief Officer structure of the Council, (subject to any further proposals arising from (4) below), be approved.
- (3) The proposal to make approximately £750k savings at senior management level (post deletions and re-structures below Chief Officer did not require approval by Employment and Appointments Committee) be noted.
- (4) The Chief Executive be authorised to develop further proposals for the Chief Officer structure of the Council, consulting with Chief Officers as required and bring a report back to this committee.

- (5) The revised remuneration for the Assistant Director: Law and Governance post and this post to be redesignated as Director, be approved and the Appointments Panel be delegated the ability to offer the Market Rate supplement of up to 5% of the salary if required.
- (6) The exemption relating to this report be lifted and relevant information including financial implications and costs of pension release in relation to (1) above be published in the minutes of the meeting.”

It was moved as an amendment by Councillor Jeff Green and seconded by Councillor Phil Gilchrist, that –

“Committee lifts the exemption relating to this report and publishes relevant information including financial implications and costs of pension release in relation to recommendation (1) of the report, in the minutes of the meeting.”

The amendment was put and lost (3:4).

The motion was put and carried (4:3).

Resolved (4:3) (Councillors Phil Gilchrist, Jeff Green and Lesley Rennie voting against)

- (1) The deletion of the post of Managing Director Delivery Services and the subsequent severance and release of pension for the post holder by 31 March 2018, be approved.**
- (2) A revised Chief Officer structure of the Council, (subject to any further proposals arising from (4) below), be approved.**
- (3) The proposal to make approximately £750k savings at senior management level (post deletions and re-structures below Chief Officer did not require approval by Employment and Appointments Committee) be noted.**
- (4) The Chief Executive be authorised to develop further proposals for the Chief Officer structure of the Council, consulting with Chief Officers as required and bring a report back to this committee.**
- (5) The revised remuneration for the Assistant Director: Law and Governance post and this post to be redesignated as Director, be approved and the Appointments Panel be delegated the ability to offer the Market Rate supplement of up to 5% of the salary if required.**
- (6) The exemption relating to this report be lifted and relevant information including financial implications and costs of pension**

release in relation to (1) above be published in the minutes of the meeting.

The summary of costs in relation to (1) above are as follows:

Severance	£93,412.60
Employer cost*	£296,763.43
Total	£390,176.03
Annual Saving	£158,300.82
Recovery period	29.53 months

**Pension release figures provided by Merseyside Pension Fund – 20 November, 2017*