

EMPLOYMENT COMMITTEE

20 September 2019

* Councillor Caroline Reeves (Chairman)
* Councillor Joss Bigmore (Vice-Chairman)
Councillor Paul Spooner

*Present

Councillor Fiona White was also in attendance.

EM8 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTES

Apologies for absence were received from Councillor Paul Spooner.

EM9 LOCAL CODE OF CONDUCT - DISCLOSABLE PECUNIARY INTERESTS

There were no disclosures of interest.

EM10 MINUTES

The minutes of the meeting of the Committee held on 10 July 2019 were confirmed as a correct record. The Chairman signed the minutes.

EM11 EXCLUSION OF PRESS AND PUBLIC

The Committee

RESOLVED:

That under Section 100A(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business on the grounds that it involved the likely disclosure of exempt information as defined in paragraphs 1 and 4 of Part 1 of Schedule 12A to the Act.

EM12 RESTRUCTURE OF CORPORATE MANAGEMENT TEAM - FUTURE GUILDFORD

The Committee was reminded that Future Guildford, the Council's transformation programme that would re-organise the whole Council, had been agreed by full Council on 26 February 2019. The first stage of this re-organisation was to restructure the Corporate Management Team (CMT). Consultation with the employees involved had now finished. The Managing Director had considered the feedback of the consultation and had now proposed the final structure. It had been concluded that the originally proposed new structure, reducing the number of Directors from four to three, should be implemented. The Leader of the Council had also agreed to this approach.

The team's new structure would now be three Directors reporting to the Managing Director, covering the following areas:

- Resources Director – Claire Morris had been 'slotted' into this role
- Strategic Services Director – Selection for this role to be carried out by the Employment Committee

- Service Delivery Director – Selection for this role to be carried out by the Employment Committee.

At its meeting on 31 July 2019, the Council had agreed the appropriate and required termination package for the unsuccessful director.

The original report had also proposed an annual payment to be made to each Director to reflect Deputy Managing Director responsibilities. It was proposed that this should be implemented.

That report also proposed that Robert Parkin be 'slotted' into the role of Lead Specialist – Legal. This would also cover the duties/role of Monitoring Officer.

Having considered the report, the Committee

RESOLVED:

- (1) That the implementation of a new Corporate Management Team structure of three Directors (Resources Director, Strategic Services Director and Service Delivery Director) reporting to the Managing Director, be approved.
- (2) That, subject to no well-founded objections being received from the Leader of the Council in accordance with the provisions of Regulation 5 of the Local Authorities (Standing Orders) (England) Regulations 2001:
 - (a) Claire Morris be confirmed in the role of Resources Director, having been 'slotted' into that role;
 - (b) the candidates selected through the interview process, be appointed to the respective roles of Strategic Services Director and Service Delivery Director.
- (3) That the proposed termination package associated with the redundancy of one of the Directors, as set out in the report submitted to the Committee and as agreed by Council on 31 July 2019, be made to the unsuccessful candidate, subject to no well-founded objections being received from the Leader of the Council in accordance with the provisions of Regulation 6 of the Local Authorities (Standing Orders) (England) Regulations 2001.
- (4) That an annual payment of £3,260 be paid to each Director in the new structure to reflect Deputy Managing Director duties when required throughout the year.
- (5) That Robert Parkin, Council Solicitor and Monitoring Officer, be confirmed in the role of Lead Specialist – Legal, including the role of Monitoring Officer, having been 'slotted' into that role.

Reason:

To enable a senior management team restructure.

The meeting finished at 10.10 am

Signed

Chairman

Date