



ORGANISATIONAL DEVELOPMENT COMMITTEE

MEETING : Thursday, 29th October 2015

PRESENT : Cllrs. James (Chair), D. Norman, Haigh and Hilton

Others in Attendance

Jon McGinty, Managing Director

Anthony Hodge, Head of Regeneration and Economic Development

Colin Parkin, Interim HR Business Partner

Tanya Davies, Democratic and Electoral Services Manager

APOLOGIES : Cllr. Dallimore

5. DECLARATIONS OF INTEREST

5.1 There were no declarations of interest.

6. AN ORGANISATION FIT TO DELIVER OUR AMBITIONS

6.1 The Committee considered a report of the Managing Director (MD) concerning a review of the senior management structure.

6.2 The MD reported that the two week consultation period, which included meetings of the Trade Unions Consultation and Employee Forum and informal discussions with Group Leaders and stakeholders, had ended. In response to question raised during the consultation he explained that there were no plans to increase the Corporate Director salaries, that the of Head of Regeneration and Economic Development would not become a third Director and that the structure chart in the consultation document did not indicate an intentional hierarchy of functions. He noted that all respondents supported the proposal to retain two Corporate Directors and that all other comments had related to the functions sitting beneath each of the Corporate Directors. On that basis he sought to revise the recommendations in the report to seek approval to commence the recruitment process for the two Corporate Director posts and to be authorised to vary the remainder of the structure once appointments had been made.

6.3 Councillor Haigh stated that the Committee would need to understand the location of functions and number of posts under each Corporate Director and requested copies of the minutes of the Trade Union Consultation and Employee Forum meetings. She requested that the Committee be given the opportunity to comment on the job descriptions and person specifications.

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- 6.4 Councillor Hilton advised that prospective applicants would need to know the details of the positions they were applying for and the interview panel would need to be clear about the qualities candidates should possess. He queried the recruitment budget and whether the MD was confident of making an appointment at the salary level on offer
- 6.5 The MD advised that the structure identified in the consultation document would require only minor amendments following consideration of comments received from staff. He explained that he was working with the shared HR service to develop a simultaneous recruitment process, to include an assessment centre element, for both Corporate Director posts to provide flexibility in terms of appointing the best individuals or best team, and that he was confident that appointments would be made at the salary level on offer. He agreed to circulate the job description and noted that the Constitution did not prescribe the selection process, but that the Committee was responsible approving the appointment.
- 6.6 Councillor D. Norman noted the flexibility available within the salary range and raised concerns about the advert being published too close to the Christmas period.
- 6.7 The Interim HR Business Partner advised that the cost of recruitment would depend upon whether in-house resources would be utilised or whether an external consultant was required. He added that a single advert would be used for both posts and that it was anticipated that it would be published during November.
- 6.8 **RESOLVED –**
- (1) The proposed senior management structure (namely, a structure involving two Corporate Director posts) be approved.
 - (2) The Head of Paid Service be authorised to commence a recruitment process to appoint to these two Director posts, at the salary levels indicated within the report; and
 - (3) The Head of Paid Service, in consultation with the Leader of the Council, be authorised to vary the proposed management structure sitting beneath the new Directors once appointed, in order to (a) respond to the respective strengths of the individuals appointed to the positions, (b) to reflect comments received from officers and other stakeholders raised during the consultation process, and (c) respond to any emerging or changing policy priorities.
- 7. REALIGNING THE REGENERATION AND ECONOMIC DEVELOPMENT SERVICE**
- 7.1 The Committee considered a report of the Corporate Director of Services and Neighbourhoods concerning details of the responses received and considered during the period of consultation for the realignment of the Regeneration & Economic Development Teams seeking approval for the proposed revised structure.

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- 7.2 The Head of Regeneration and Economic Development (HRED) summarised the proposals and explained that the salaries proposed had been appropriately benchmarked to ensure that best chance of a successful recruitment process. He reported that he was working with the County Council to secure additional building works capacity following an unsuccessful recruitment exercise. He advised that the proposed structure would drive the regeneration agenda, securing income for the Council and meeting corporate priorities.
- 7.3 Councillor Haigh raised concerns that the HRED post had been created to focus on regeneration work, but that due expansion of the post's remit, a new post was being proposed to support the regeneration agenda; she questioned whether the appropriate functions sat with the HRED. She welcomed the inclusion of an apprentice within the structure, but asked that the reporting arrangements be reviewed to include further opportunities for career development.
- 7.4 The Chair stated that the HRED's responsibilities had not been expanded, but that since his appointment he had not had a fully staffed team.
- 7.5 The HRED advised that, prior to his appointment, there had not been a regeneration team and that through the restructuring processes a team had been created while also achieving the required level of savings. The Regeneration Manager post was a new post, but was largely created in place of the Economic Development Service Manager post which had previously been deleted. He noted the comments in respect of career development opportunities and agreed to review the reporting line for the apprentice, but advised that the primary objective of the proposal was to create a structure that would deliver the objectives within the Council Plan.
- 7.6 **RESOLVED** - The proposed structure for the Regeneration & Economic Development Team, as set out in Appendix 3 to the report, be agreed.

Time of commencement: 6.00 pm hours
Time of conclusion: 6.35 pm hours

Chair