



ORGANISATIONAL DEVELOPMENT COMMITTEE

MEETING : Monday, 24th March 2014

PRESENT : Cllrs. James (Chair), Llewellyn, Hilton, Haigh and Wood

Others in Attendance

Peter Gillett, Corporate Director of Resources

Sue Mullins, Head of Legal and Policy Development

Tanya Davies, Democratic and Electoral Services Manager

16. DECLARATIONS OF INTEREST

16.1 There were no declarations of interest.

17. STATUTORY POST OF HEAD OF PAID SERVICE

17.1 The Committee considered a report of the Cabinet Member for Performance & Resources concerning a proposed change to the responsibility for the statutory post of Head of Paid Service.

17.2 Councillor Wood explained that, while the Council had a statutory duty to appoint a Head of Paid Service, it was not necessary to tie it to the role of 'Chief Executive'. In line with proposals for management savings identified in the Council's budget, the intention was to delete the post of 'Chief Executive' and share the responsibilities of Head of Paid Service between the Corporate Director of Resources and the Corporate Director of Services and Neighbourhoods for an initial period of six months. He advised that a number of options had been considered and that the arrangement proposed was operating successfully at a number of other local authorities. He also noted that a position with responsibility for policy development had recently been created and would also share some of responsibilities previously undertaken by the Chief Executive.

17.3 Councillor Haigh requested that the recommendations included an explicit commitment to reviewing the arrangements after six months to include consideration of all available options prior to a final decision being made. She also emphasised the importance of maintaining the Council's relationships with external organisations, particularly in relation to regeneration.

17.4 In response to a question from Councillor Hilton the Corporate Director of Resources advised that he anticipated that he and the Corporate Director of

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Services and Neighbourhoods be able to work collaboratively on all matters and would consult with the Leader of the Council as necessary.

17.5 The Chair explained that teams would be reallocated under one of the two directors and that managers would be empowered to take appropriate decisions without escalation.

17.6 **RESOLVED –**

- (1) That the statutory post of Head of Paid Service becomes the responsibility of both Corporate Directors (Peter Gillett, Corporate Director, Resources and Martin Shields, Corporate Director, Services & Neighbourhoods), on a shared basis, for an initial 6 month period and;
- (2) That the Monitoring Officer be instructed to make any consequential amendments to the constitution and;
- (3) That the arrangements come into effect from 1st April 2014; and
- (4) That the arrangements be reviewed at the end of the initial 6 month period, to include consideration of all available options.

18. APPOINTMENT OF ELECTORAL REGISTRATION OFFICER AND RETURNING OFFICER

18.1 The Committee considered an update from the Corporate Director of Resources concerning the appointment of an Electoral Registration Officer (ERO) and a Returning Officer (RO).

18.2 The Corporate Director of Resources advised that the recommendation to Council at the meeting on 27 March 2014 would ensure that sufficient experience and seniority were attached to the ERO/RO proposed. He confirmed that the appointment could be reviewed after a period of operation.

18.3 **RESOLVED –**

- (1) That the update be noted.

19. EXCLUSION OF PRESS AND PUBLIC

19.1 **RESOLVED –** that the press and public be excluded from the meeting during the following item of business on the grounds that it is likely, in view of the nature of business to be transacted or the nature of the proceedings, that if members of the press and public are present during consideration of these items there will be disclosure to them of exempt information as defined in paragraph 4 of Section 100I of the Local Government Act 1972 as amended.

Minute	Description of Exempt Information
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47) Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any
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labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.

20. SETTLEMENT AGREEMENT

- 20.1 The Committee considered a report of the Corporate Director of Resources concerning a settlement agreement.
- 20.2 **RESOLVED** – That the recommendations, as detailed in the exempt report, be approved.

Time of commencement: 18:00 hours

Time of conclusion: 18:35 hours

Chair