

Personnel Committee

Minutes of the Meeting held on 5 December 2016 at 9.00am in the Conference Room, Ground Floor at County Hall

Present:

Mr C Jordan (Chairman)

Mr T Coke

Mr G Nobbs

Mrs A Thomas

Substitute members present:

Mrs J Leggett (for Mr A Proctor)

Also Present:

Dr W Thomson

Mr R Graham-Leigh

Mr S George

Managing Director

Reward Manager/Acting Human Resources Manager

Executive Director of Finance

1. Apologies

- 1.1 Apologies for absence were received from Mr A Proctor (Mrs J Leggett substituted).

2. Minutes of the Meeting Held on 21st October 2016

- 2.1 The minutes of the meeting held on 21st October 2016 were agreed as a correct record and signed by the Chairman.

3. Declarations of Interests

- 3.1 There were no interests to declare.

4. Exclusion of the Public

- 4.1 Officers presented the public interest test for the following report, as required by the 2006 Access to Information Regulations, for the consideration of the Committee as follows:
- 4.2 The report contains information about changes to the Council's organisation structure and posts, and consultation with staff and unions has not yet taken place. Disclosure of this information at this stage of the decision making process would therefore be unfair. Staff will be informed of the proposals at the consultation stage, and proposals will be made public when recommended to Full Council for approval on 12 December. The public interest in disclosure will therefore be served at that stage. This conclusion has been reached having

regarding to the guidance from the Head of Law.

The Committee **RESOLVED:**

That the public be excluded while the following report is considered.

5. Senior Management Arrangements

5.1 The annexed report (5) by the Managing Director was received.

Following the recent external review of senior management arrangements for the Council's corporate strategy, support and finance functions, the Committee noted that the Managing Director would be recommending a revised management structure to Full Council on 12 December 2016. Members received a presentation from Aidan Rave of LKS QUAERO (the consultant engaged to conduct the review) and asked questions of the Managing Director.

Simon George left the meeting during consideration of the proposed grade for the post of Executive Director of Finance

This report recommended that Members approve the grades of the proposed new or changed Senior Manager posts which would result from the changes as set out below.

The Committee **RESOLVED** to approve the grades as follows:

- Executive Director of Finance: Scale S (5 votes to 0)
- Strategy Director: Scale Q (4 votes to 0)
- Chief Legal Officer: Scale Q (5 votes to 0)
- Head of HR Scale P (5 votes to 0)

The meeting concluded at 9.30am.

CHAIRMAN