

WEST LINDSEY DISTRICT COUNCIL

MINUTES of a meeting of the Chief Officer Employment Committee held in the Trent Meeting Room at the Guildhall, Gainsborough on Tuesday 22 September 2011.

Present: Councillor Jackie Brockway (in the Chair)

Councillor Ian Fleetwood
Councillor Burt Keimach
Councillor William Parry
Councillor Lesley Rollings
Councillor Reg Shore
Councillor Chris Underwood-Frost

Apologies: Apologies were submitted by Councillor Caine

In Attendance: Chief Executive
Human Resources Manager
Democratic Services Team Leader

5 MINUTES

Meeting of the Chief Officer Employment Committee held on 6 September 2011.

RESOLVED that the Minutes of the meeting of the Chief Officer Employment Committee held on 6 September 2011 be confirmed and signed as a correct record.

6 MEMBERS' DECLARATIONS OF INTEREST

No declarations of Interest were made.

7 EXCLUSION OF PUBLIC AND PRESS

RESOLVED that under Section 100(A)(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 involves the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act.

8 FUTURE CHIEF OFFICER ROLES

The Chief Executive presented a report providing the Committee with an update on the proposals for reviewing the Chief Officer roles and responsibilities.

The report set out the context for the current structure which was established prior to 2010 in line with Government policy priorities and requirements. The structure worked well and was fit for purpose at that time. With new priorities from the Government, particularly within the Localism agenda, and economic constraints, the Council had to prepare for the next challenge. The early retirement of the Director of Neighbourhoods and Health (subject to approval by the Policy and Resources Committee) presented an opportunity to redesign the structure to meet the demands of the future which will entail much hard work and different ways of thinking.

Officers within the Council were already working flexibly and the opportunity was there to develop existing potential, although it was acknowledged that it would be important not to create a work overload for any officer. Members agreed that this was an opportunity to assess the Council's roles and consider the services provided and look at where the Council wished to be in the future. Given the uncertain global times it would be difficult to set fixed ambitions, and aspirations had to have flexibility to be changed if necessary. Assurance was given that regular appraisal and review would monitor the position.

The Chief Executive described the role of Directors as being at a strategic level, different to the role of the Service Managers. Although still having a line management responsibility the Directors' remit was to deliver the Corporate Plan, understand the big developing issues and make them happen within the corporate programme.

Discussion took place on the Council's statutory posts and where it was felt those responsibilities should be best placed. The Chief Executive told the Committee that although her proposal was to retain three Directors, it was up to them to decide if they felt this was not appropriate. The proposed three Directors' titles and responsibilities were set out in the report. The Director of Resources post was relatively new, so needed little change to its remit. A draft job description for the proposed new Director's post of Regeneration and Planning was appended to the report.

Members expressed concerns regarding the distribution of workload and also requested more detailed information regarding management responsibilities and more specific details on any costs or savings to be incurred.

The Chief Executive advised that an independent assessment report be done to undertake a technical assessment of competencies prior to the appointment interviews. Investment had to be made to safeguard the future and considered risks had to be undertaken.

RESOLVED that

- a) the report and its proposals were noted;

Chief Officer Employment Committee - 22 September 2011

- b) any decisions taken be treated as a matter of urgency and not subject to call-in;
- c) the Chief Executive would provide further financial details to Members of the Committee the following day, for feedback to be given by Monday. Those Members who also sat on the Policy and Resources Committee would then be in a position to inform that Committee should further information be required.

The meeting concluded at 7.55 pm

Chairman