

Guildhall Gainsborough
Lincolnshire DN21 2NA
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AGENDA

This meeting will be recorded and the video archive published on our website

Chief Officer Employment Committee
Monday, 14th October, 2019 at 5.00 pm
Council Chamber - The Guildhall, Marshall's Yard, Gainsborough, DN21 2NA

Members: Councillor Mrs Jackie Brockway (Chairman)
Councillor Giles McNeill (Vice-Chairman)

Councillor Owen Bierley
Councillor Michael Devine
Councillor Cherie Hill
Councillor Mrs Angela Lawrence
Councillor John McNeill
Councillor Mrs Diana Rodgers
Councillor Mrs Lesley Rollings
Councillor Mrs Anne Welburn
Councillor Mrs Angela White
Councillor Trevor Young

1. **Apologies for Absence**
2. **To Approve the Minutes of the Previous Meeting** (PAGES 3 - 5)
Minutes of the Meeting of the Chief Officer Employment Committee held on 12 June 2019.
3. **Members' Declaration of Interest**
Members may make any declarations of interest at this point but may also make them at any time during the course of the meeting.

4. **Exclusion of Public and Press**

To resolve 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 paragraph 1 and 2 of Part 1 of Schedule 12A of the Act.

5. **Exempt Report(s)**

- i) Evidence to Support the Future Senior Structure of the Organisation (TO FOLLOW)

Ian Knowles
Head of Paid Service
The Guildhall
Gainsborough

Friday, 4 October 2019

Public Document Pack Agenda Item 2

Chief Officer Employment Committee- 12 June 2019

WEST LINDSEY DISTRICT COUNCIL

MINUTES of the Meeting of the Chief Officer Employment Committee held in the Trent Meeting Room - The Guildhall on 12 June 2019 commencing at 2.00 pm.

Present: Councillor Mrs Jackie Brockway (Chairman)
Councillor Giles McNeill (Vice-Chairman)

Councillor Owen Bierley
Councillor Michael Devine
Councillor Cherie Hill
Councillor Stuart Kinch
Councillor Mrs Diana Rodgers
Councillor Mrs Lesley Rollings
Councillor Mrs Anne Welburn
Councillor Mrs Angela White
Councillor Trevor Young

In Attendance:

Ian Knowles	Executive Director of Resources, Head of Paid Service and S151 Officer
Mark Sturgess	Executive Director of Operations
Eve Fawcett-Moralee	Executive Director of Economic and Commercial Growth
Emma Redwood	People and Organisational Development Manager
Katie Coughlan	Senior Democratic & Civic Officer

Apologies: Councillor Mrs Angela Lawrence
Councillor John McNeill

Membership: No substitutes were appointed for the meeting.

1 TO APPROVE THE MINUTES OF THE PREVIOUS MEETING

RESOLVED that the Minutes of the Meeting held on 19 February 2019 be approved and signed as a correct record.

2 MEMBERS' DECLARATIONS OF INTEREST

All Members present declared personal interest in Agenda Item 5 (i) (Proposals for Developing a Senior Management Team to deliver the Corporate Plan) as they knew the Officers referred to within the report.

3 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 paragraph 2 of Part 1 of Schedule 12A of the Act.

4 PROPOSALS FOR DEVELOPING A SENIOR MANAGEMENT TEAM TO DELIVER THE CORPORATE PLAN

Members gave consideration to a report which proposed an interim structure to cover for the departure of one of the Executive Directors and set out a mechanism to establish a new senior structure by March 2020.

It was confirmed that since publishing the report, the Executive Director of Operations had submitted his resignation and this had been accepted by the Leader of the Council.

The Executive Director of Resources and Head of Paid Service, introduced the report which responded to Members' previous concerns, reflected on the current challenges faced by the Authority and proposed a three-part mechanism by which members would be provided with a range of evidence to support a proposed structure expected to be appropriate for the period of this administration (to 2023).

Discussion ensued, with each Member of the Committee provided with an opportunity to express their views on the proposals.

Some concern was expressed that the Committee had previously indicated their preference for a like-for-like replacement, and this was not what the paper was proposing. Some Members were of a view that they would prefer to be in a "ready to go" position, prior to the Executive Director of Operations leaving, as opposed to running with a vacancy for a period of time.

Officers confirmed they were seeking to delay any decision regarding the appointment of a third Executive Director for the reasons outlined within the paper, and over the next three to four months, evidence would be gathered in order that an informed decision could be made.

The Leader of the Council outlined the original intentions of the three Executive Director Model and the "position" the Authority had been in when it had adopted the Management structure. He also outlined some key points, which the Authority knew were pending, which needed to be taken into consideration before committing to a final structure, particularly around the commercial agenda. This interim period would allow Officers to gather data, review how services were managed and assembled before reporting back in October with better informed, evidence based proposals, which would be fit for purpose.

Officers outlined the benefits which would be afforded by undertaking the function analysis. The Peer Challenge process was also outlined in detail, and rationale was offered as to why the proposed approach was adopted.

The majority of the Committee were supportive of the Assistant Director role being proposed

within the Planning department. This post was considered critical given the timing and many shared the view that additional capacity was needed within this area.

In response to questions, Officers confirmed that previous Strategic Lead positions were financially equivalent to those of the proposed Assistant Director posts.

Finally, in response to concerns, Officers were clear in that a three Director Model was not being ruled out and this would be a decision for the Committee in the future. However, it was of critical importance that any structure was fit for purpose and it was imperative that appropriate function analysis was carried out in the interim to achieve this.

Having being moved and seconded it was

RESOLVED that: -

- (a) the proposals and next steps, set out in Sections 3 and 4 of the report be agreed; and
- (b) a further report be submitted to a meeting of the Chief Officer Employment Committee in October 2019.

The meeting concluded at 2.55 pm.

Chairman