

Guildhall Gainsborough  
Lincolnshire DN21 2NA  
Tel: 01427 676676 Fax: 01427 675170

**AGENDA**

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

**Chief Officer Employment Committee**  
**Wednesday, 20th November, 2019 at 5.00 pm**  
**Ancholme - The Guildhall**

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

Councillor Owen Bierley  
Councillor Stephen Bunney  
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 14 October 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 2 of Part 1 of Schedule 12A of the Act.

5. **Exempt Report(s)**

- i) The future Senior Structure of West Lindsey District (PAGES 6 - 26)  
Council

Ian Knowles  
Head of Paid Service  
The Guildhall  
Gainsborough

Tuesday, 12 November 2019

## WEST LINDSEY DISTRICT COUNCIL

MINUTES of the Meeting of the Chief Officer Employment Committee held in the Council Chamber - The Guildhall, Marshall's Yard, Gainsborough, DN21 2NA on 14 October 2019 commencing at 5.00 pm.

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

Councillor Owen Bierley  
Councillor Michael Devine  
Councillor Cherie Hill  
Councillor Mrs Angela Lawrence  
Councillor Mrs Judy Rainsforth  
Councillor Mrs Lesley Rollings  
Councillor Robert Waller  
Councillor Mrs Anne Welburn  
Councillor Mrs Angela White

**In Attendance:**

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

**Apologies:**

Councillor John McNeill  
Councillor Mrs Diana Rodgers  
Councillor Trevor Young

**Membership:**

Councillor Judy Rainsforth substituting for Councillor Trevor Young  
Councillor Bob Waller substituting for Councillor John McNeill

### 5 TO APPROVE THE MINUTES OF THE PREVIOUS MEETING

**RESOLVED** that the Minutes of the Meeting held on 12 June 2019 be approved and signed as a correct record.

## **6 MEMBERS' DECLARATION OF INTEREST**

There were no declarations of interest 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 paragraph 2 of Part 1 of Schedule 12A of the Act.

## **8 EVIDENCE TO SUPPORT THE FUTURE SENIOR STRUCTURE OF THE ORGANISATION**

Prior to introducing the report, the Committee extended a warm welcome to Jaki Salisbury, Consultant, who in turn outlined her previous experience and the previous work she had undertaken on behalf of the Authority.

In June, Members had received a report outlining proposals for a two Executive Director model and agreed interim arrangements to cover for the retirement of the Executive Director of Operations with the permanent appointment of an Assistant Director of Planning and Regeneration.

Members had indicated a willingness to consider options but reflected that the current three director model had been working well from their perspective.

The Head of Paid Service and Executive Director of Commercial and Economic Growth had agreed to undertake a review of services under management and provide an interim report to the Committee in October.

A final report would be provided in March 2020 following the Peer Challenge in January 2020.

Members, therefore, considered the interim report which had been prepared and which detailed the review of services and the organisational analysis which had been undertaken. Arising from which, six key areas had been identified and three possible structure options.

The Executive Directors answered a number of questions from the Committee, particularly in respect of the costs of the preferred option and reporting lines. Assurance was also sought that any structure would be flexible enough to accommodate emerging issues.

The Executive Directors took the opportunity to share with the Committee their experience of working in a three Executive Director model and some of the challenges such an arrangement brought about.

The Executive Directors and the Senior Democratic Officer left the meeting at 5.32 to allow Members to discuss openly and frankly the proposals.

During the debate, Members considered in detail the three options presented within the report and in light of the comments, made also added a fourth option - that of a sustainable model with a Chief Executive.

There was full debate around all the various options, but mainly option two and option four. There was also full discussion about an internal versus an external recruitment process.

It was also discussed that a question at interview could be to ask about the preferred senior structure.

A majority of Members agreed that the fourth option was their preferred model and that it should ideally be filled by internal recruitment.

Members agreed that further consideration be given to the fourth option and that this should be brought back to a future Chief Officer Employment Committee meeting. A timeline would also be expected at that meeting.

The Senior Democratic Services Officer returned to the meeting at 6.40pm.

Having being proposed and seconded it was **RESOLVED** that: -

- (a) having considered the detail within the paper, and having reflected on the options set out within the report, a fourth option be considered and brought back to a further meeting of the Chief Officer Employment Committee, this being a sustainable model with a Chief Executive;
- (b) Furthermore, in the event that option four is ultimately the preferred model any recruitment to such a role should, in the first instance, be recruited internally; and
- (c) the Chair and Vice-Chairman of the Chief Officer Employment Committee, in conjunction with the Executive Directors, be granted delegated authority to bring forward final proposals and resolve any issues arising from the preferred option.

The meeting concluded at 6.43 pm.

Chairman

# Agenda Item 5a

By virtue of paragraph(s) 2 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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