



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

AGENDA

**Chief Officer Employment Committee
Wednesday, 17th December, 2025 at 6.00 pm
Council Chamber - The Guildhall**

Members: Councillor Peter Morris (Chairman)
Councillor Trevor Bridgwood (Vice-Chairman)
Councillor Eve Bennett
Councillor Owen Bierley
Councillor Mrs Jackie Brockway
Councillor Paul Howitt-Cowan
Councillor Paul Key
Councillor Maureen Palmer
Councillor Mrs Lesley Rollings
Councillor Mrs Mandy Snee
Councillor Moira Westley

1. **Apologies for Absence**
2. **To Approve the Minutes of the Previous Meeting** (PAGES 3 - 5)
To Approve and Sign as a Correct Record the Minutes of the Meeting of the Chief Officer Employment Committee held on 11 September 2025.
3. **Members' Declarations 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.

Agendas, Reports and Minutes will be provided upon request in the following formats:

Large Clear Print: Braille: Audio: Native Language

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 paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act.

5. Exempt Report(s)

**a) Senior Officer Pay Policy and Draft Senior Management (PAGES 6 - 28)
Structure**

Paul Burkinshaw
Head of Paid Service
The Guildhall
Gainsborough

Tuesday, 9 December 2025

Agenda Item 2

Chief Officer Employment Committee- 11 September 2025

WEST LINDSEY DISTRICT COUNCIL

MINUTES of the Meeting of the Chief Officer Employment Committee held in the Council Chamber - The Guildhall on 11 September 2025 commencing at 6.00 pm.

Present:

Councillor Peter Morris (Chairman)
Councillor Trevor Bridgwood (Vice-Chairman)

Councillor Owen Bierley
Councillor Mrs Jackie Brockway
Councillor Stephen Bunney
Councillor Maureen Palmer
Councillor Mrs Mandy Snee
Councillor Moira Westley

In Attendance:

Bill Cullen Interim Head of Paid Service
Lisa Langdon Assistant Director People and Democratic (Monitoring Officer)
Katie Storr Democratic Services & Elections Team Manager

Apologies:

Councillor Eve Bennett

Membership:

Councillor Stephen Bunney substituting for Councillor Eve Bennett

14 TO APPROVE THE MINUTES OF THE PREVIOUS MEETING

RESOLVED that the Minutes of the Meeting of the Chief Officer Employment Committee held on 26 June 2025 be confirmed and signed as a correct record.

15 MEMBERS' DECLARATIONS OF INTEREST

There were no declarations of interest made at this point in the meeting.

16 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 involved the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act.

17 CONTRACT EXTENSION INTERIM DIRECTOR OF OPERATIONAL AND COMMERCIAL SERVICES

Members gave consideration to a report which sought to extend the contract for the Interim Director of Operational and Commercial Services.

The report offered alternative options and included an analysis of each of the options.

The Monitoring Officer outlined to the Committee arrangements which had been in place since the permanent post holder had left position, why an interim replacement had been sought and the rationale for the recommendation, which was now a three-month extension.

The Interim Chief Executive/Head of Paid Service took opportunity to update Committee on the Waste Service Operational staffing, particularly at a middle management level. He outlined steps which had been set in motion to address short term operational matters and to ensure longer-term resilience and operational support, short term, should that be required. Furthermore, should the Interim Director role be extended, as recommended, the brief would be a greater focus on the waste service, given current circumstances, and a focus on co location of his activity to the Depot.

Debate ensured during which Members posed a number of questions and sought to understand the reasoning for the arising circumstances. The timing was of particular concern, noting the national changes due in waste services and the pending decisions which would need to be made.

These were responded to accordingly.

Again, the actions set in motion were outlined, the findings of the Peer Challenge highlighted and a re-alignment of key projects in the portfolio to allow a greater focus on waste short term outlined.

As a result of views expressed, it was suggested that the current post holder could prepare a briefing for Members on key activities and achievements in the Portfolio.

Furthermore, it was suggested an information and familiarisation of Waste Services activities session for Members at the Depot, including a “get to know you session”, in an informal setting, may be helpful. The suggestion was welcomed by Members, with the Interim Chief Executive undertaking to develop the idea further.

On that basis having been proposed and seconded, on being put to the vote it was: -

RESOLVED that contract for the interim Director of Operational and Commercial Services be extended for a further three months until 14 February 2026.

The meeting concluded at 6.36 pm.

Chairman

Agenda Item 5a

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

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