

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 7 May 2026 commencing at 6.00 pm.

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

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

In Attendance:
Paul Burkinshaw
Lynne Thomsett
Katie Storr
Chief Executive
Head of People Services
Head of Democratic Services and Elections (Deputy Monitoring Officer)

Apologies: Councillor Eve Bennett

Membership: Councillor Steven Bunney substituting for Councillor Eve Bennett

26 TO APPROVE THE MINUTES OF THE PREVIOUS MEETING

RESOLVED - that the Minutes of the Meeting of the Chief Officer Employment Committee held on 12 March 2026 be confirmed and signed as a correct record.

27 MEMBERS' DECLARATIONS OF INTEREST

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

28 UPDATE ON IMPLEMENTATION OF REVISED SENIOR MANAGEMENT STRUCTURE AND APPROVAL TO RECRUIT TO VACANT SENIOR MANAGEMENT POSITIONS

Members considered a report which provided an update on the review of the Council's senior management structure, following consideration by the Committee at its meeting held on 17 December 2025. The report further sought approval to recruit to the positions of 'Director - Environment and Cultural Services' and 'Head of Revenues and Benefits' as part of that review.

The Chief Executive presented the report and in doing so highlighted actions undertaken since the Committee had last met, confirming designations and contracts had now been issued to the majority of posts shown within the structure chart, with the new structure to be effective from 1 May. The key changes following the consultation process were highlighted to Members, as were the split of services, with Officers undertaking to circulate the slides shared in support of the report.

Arising from the restructure "external" recruitment was required for two positions, with the report setting out the proposed differing recruitment process for each, together with rationale.

Proposals had been invited, received and evaluated from four recruitment agencies, and these were shared with Members by way of exempt appendix, along with an Officer recommendation.

A period of questioning, which sought to clarify a number of points, ensued with Officers responding accordingly. For the Director position it was suggested and accepted that shortlisting would include the Chair of the Committee, the Leader of the Council and Deputy, alongside Officers, with all Committee Members being involved in the final interview.

Noting the timescales associated with recruiting a Chief Officer, and in responding to comments regarding interim arrangements, the Chief Executive indicated he would welcome the ability to appoint an interim Officer, should it be deemed appropriate and add value to the organisation.

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

RESOLVED that: -

- (a) the progress in connection with the senior management restructure be noted;
- (b) the arrangements for recruitment, as set out in Section 2 of the report, for the positions Director- Environment and Cultural Services and Head of Revenues and Benefits be approved and Faerfield be appointed to support the recruitment for the Director role; and
- (c) noting the recruitment timeline for the position of Director- Environment and Cultural Services, delegated authority be granted to the Chief Executive, to appoint an interim, if deemed appropriate, following consultation with the

Chief Officer Employment Committee- 7 May 2026

Chairman of the Committee and Leader of the Council.

The meeting concluded at 6.38 pm.

Chairman