

**MINUTES
APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

Wednesday 24 April 2024

Councillor John Clarke (Chair)

Councillor Michael Payne Councillor Marje Paling
Councillor Jenny Hollingsworth Councillor Viv McCrossen

Absent: Councillor Paul Hughes

Officers in Attendance: D Archer and M Hill

42 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Apologies for absence were received from Councillor Hughes.

**43 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE
MEETING HELD ON 20 MARCH 2024**

RESOLVED:

That the minutes of the above meeting, having been circulated, be approved as a correct record.

44 DECLARATION OF INTERESTS

None.

45 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT

None.

46 EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

That, the Members being satisfied that the public interest in maintaining the exemption outweighs the public interest in disclosing the information that under Section 100(a)(4) of the Local Government Act 1972, the public and press be excluded from the meeting during the consideration of the ensuing report on the grounds that the report involves the likely disclosure of exempt information as defined in Paragraph 4 of Part 1 of Schedule 12a of the Local Government Act 1972.

47 CONSULTATION CLOSURE - SENIOR STAFFING REPORT

The Chief Executive a report, which reported to committee the consultation response received from trade unions and from the Joint Consultative and Safety Committee (9 April 2024) and asked the committee to approve the recommendation to implement the proposals for the rationalisation of the Council's senior management structure.

RESOLVED:

That the Appointments and Conditions of Service Committee:

1. Receives the consultation comments from affected employees and trade unions and comments and recommendations from the Joint Consultative and Safety Committee (JCSC) of 9 April.
2. Receives and accepts the Chief Executive's proposed amendments made to the original report in response to consultation comments and as highlighted in the report.
3. Having considered consultation feedback from trade unions, affected employees and the JCSC, implements the revised proposals made for rationalisation of the Council's senior management structure as detailed in the report.
4. Recognises that once the structure has been determined then this Committee will also be responsible for appointment to all JNC Chief Officer posts through the methods identified in the proposals of this report.
5. Approves the creation of a new pay grade to be applied to the post of Deputy Chief Executive and Monitoring Officer, based on Director + 10%.
6. Confirms the proposal to apply the existing "Head of Service Pay Scale" to all new posts of Assistant Director at a grade determined in the report proposals.

The meeting finished at 10.42 am

Signed by Chair:
Date: