

**MINUTES  
APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

**Thursday 5 September 2019**

Councillor John Clarke (Chair)

Councillor Michael Payne  
Councillor Michael Adams  
Councillor Sandra Barnes

Councillor Chris Barnfather  
Councillor Bob Collis  
Councillor Marje Paling

Officers in Attendance: K Bradford, D Archer, H Barrington and L Mellors

**14 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.**

None.

**15 DECLARATION OF INTERESTS.**

None.

**16 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.**

None.

**17 EXCLUSION OF PRESS AND PUBLIC**

**RESOLVED:**

That, 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 reports on the grounds that the reports involve the likely disclosure of exempt information as defined in Paragraphs 1 and 4 of Part 1 of Schedule 12a of the Local Government Act 1972.

**18 FLEXIBLE AND AGILE WORKING**

The Service Manager Organisational Development introduced a report, which had been circulated prior to the meeting to seeking authority to begin consultation with trade unions on amendments to the existing "Homeworking Policy", to re-title it as the "Flexible and Agile Working Policy" and to amend the content to bring arrangements up-to-date to better reflect current working practices.

Councillor Payne joined the meeting.

**RESOLVED:**

To accept the draft report and endorse the commencement of the consultation and implementation process as described.

**19 STRUCTURAL REVIEW: MANAGEMENT RATIONALISATION AND RE-ORGANISATION**

The Chief Executive introduced a report, which had been circulated prior to the meeting seeking authority to begin consultation with trade unions and employees affected by proposals for structural change.

**RESOLVED to:**

- 1) Support the proposals being made to restructure two of the Council's service areas; Public Protection and Revenues and Welfare Support; and
- 2) Endorse the commencement of the consultation and implementation process as described in the Senior Leadership Team report.

**20 CHIEF EXECUTIVE- ANNUAL PERFORMANCE REVIEW**

The Chief Executive left the meeting.

The Service Manager Organisational Development introduced a report, which had been circulated prior to the meeting to introduce the annual performance review of the Chief Executive.

**RESOLVED to:**

- 1) Agree to consider the annual performance review of the Chief Executive within the framework template shown in Appendix A to the report and to determine appropriate action relating to pay progression.
- 2) Authorise the Leader, Deputy Leader and Opposition Leader to deliver feedback to the Chief Executive in accordance with the pay policy shown at Appendix 1 to the report and to implement any actions arising from the content of the feedback.

The meeting finished at 1.15 pm

Signed by Chair:  
Date: