

**MINUTES  
APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

**Wednesday 18 November 2020**

Councillor John Clarke (Chair)

Councillor Michael Payne  
Councillor Michael Adams  
Councillor Sandra Barnes

Councillor Bob Collis  
Councillor Marje Paling  
Councillor Sam Smith

Officers in Attendance: D Archer, A Dubberley and M Hill

**25 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.**

None.

**26 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 21 SEPTEMBER 2020**

**RESOLVED:**

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

**27 DECLARATION OF INTERESTS.**

None.

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

None.

**29 EXCLUSION OF PRESS AND PUBLIC**

**30 CONSULTATION CLOSURE-SENIOR MANAGEMENT REVIEW ("PHASE 2")**

The Chief Executive introduced a report, which had been circulated prior to the meeting, firstly notifying Members of the outcome of the consultation process and the recommendations made by the Joint Consultative and Safety Committee on 4 November and secondly asking for the members to authorise a final senior structure for the organisation for implementation including the allocation of statutory roles to appropriate posts.

**RESOLVED:**

- 1) To note the comments made by affected employees and the Joint Consultative and Safety Committee;
- 2) To agree and authorise the implementation of the senior management structure of the council as put forward in the proposal of the Chief Executive set out in this report including the process of recruitment and selection to fill new posts;
- 3) To authorise the designation of statutory roles to identified posts as detailed in the Chief Executive's proposals and similarly to support the designation of non-statutory roles to identified posts to ensure the efficient operation of the council;
- 4) To establish a panel as detailed in the Chief Executive's proposals to deal with all aspects of selection of a new Director of Corporate Resources and Section 151 Officer up to (but not including) the point of interview which will be conducted by the full committee on 16 December;
- 5) That in accordance with the original report proposals and as a result of there being only one post holder appropriate for placement into a ring-fenced new post, to re-designate the Director of Community Health and Wellbeing as the Corporate Director (Environment, Communities & Leisure), to designate the Service Manager Organisational Development as Head of Human Resources, Performance & Service Planning and to confirm the appointment of the current Service Manager, Legal Services into the post of Head of Service for Governance and Customer Services all without further process to take effect on such dates as to be determined by the Chief Executive to enable effective implementation of the new structure and formally communicated to the affected officers; and
- 6) That following the departure of the Director of Organisational Development and Democratic Services to designate the Service Manager, Legal Services as Monitoring Officer on an interim basis with effect from Monday 7 December 2020.

The meeting finished at 10.12 am

Signed by Chair:  
Date: