

DONCASTER METROPOLITAN BOROUGH COUNCIL

CHIEF OFFICERS' APPOINTMENTS AND CONDITIONS OF
SERVICE COMMITTEE

24TH JULY, 2008

A MEETING of the CHIEF OFFICERS' APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE was held at the MANSION HOUSE, DONCASTER on THURSDAY, 24TH JULY, 2008 at 1.30 p.m.

PRESENT:

Chair – Councillor Joe Blackham

Councillors Jill Arkley-Jevons, Patricia Bartlett, Tony Brown, Bob Ford, Mick Jameson (Substitute for the Vice-Chair, Councillor Craig Sahman) Ros Jones, John McHale, Chris Mills, Margaret Pinkney, Tony Sockett and Carol Williams.

ALSO IN ATTENDANCE

Councillor Stuart Exelby on behalf of Mayor Martin Winter

APOLOGIES

Apologies for absence were received from the Vice-Chair Councillor Craig Sahman and Paul Coddington.

11. DECLARATIONS OF PERSONAL OR PREJUDICIAL INTEREST, IF ANY

No declarations were made at the meeting.

12. MINUTES OF THE MEETING HELD ON 12TH JUNE, 2008

RESOLVED that the Minutes of the meeting held on 25th June 2008, be approved as a correct record and signed by the Chair.

13. RESTRUCTURE OF TOP TIER MANAGEMENT

Members were presented with a report that informed Members of the implementation stages of the new Chief Officer structure for the Council.

Members were informed that a review of the top management structure of the Council had been undertaken by the Managing Director in January 2008 and had been carried out alongside full consultation with both DMBC staff and Trade Unions.

A final structure had been published on 1st May, 2008, which outlined the process for implementation, which accorded with Human Resources Best

Practice. This was split into the following four stages: -

- Assimilation
- Ring Fencing
- Redeployment
- Advert and Recruitment (initially internally)

Members were informed that the new Chief Officer Structure had arisen as a result of the Council's restructure and had led to certain positions being either changed or deleted. Additionally, a number of staff had now been assimilated into roles whereby their roles had at least a 75% match with their previous job descriptions. This was in order to make permanent a number of interim features that have been in place for extended periods of time.

Members had an in-depth discussion on the reports presented to them, as there were many aspects of the Chief Officer restructure that they required further clarity on.

A number of concerns were raised with regard to the costs involved in the restructure, as there was no comparative data contained within the report to detail the changes between the old structure and the new structure. Therefore Members felt that it wasn't clear as to what changes had been made and what savings or costs had been made.

During the course of the discussion, Members were also concerned with regard to the information they had been given with regard to the restructure, as it was felt that there had been a lack of consultation amongst Elected Members, particularly with regard to Officers whose posts had been assimilated.

The lack of consultation that Members felt had been undertaken, led to queries with regard to the Terms of Reference of the Committee as Members felt that the remit that they were working within was too limited. Members were dissatisfied, and commented that they should be given more authority with regard to the reports they were presented rather than to be requested to note changes after they had already been implemented. However, Members were advised that all Terms of Reference were agreed at the Council Annual General Meeting in May 2008 and any changes would need to go through the Elections and Democratic Structures Committee for consultation, with any further recommendations to be approved by Full Council.

Members, in the course of their debate, discussed a number of points contained within the report but felt that they could not accept and note it in its current form, as it was felt that was not enough clarity provided or information contained within the body of it to justify a decision.

RESOLVED that the report be deferred to a future meeting to enable Officers to produce a single, in-depth report providing clarity

on issues raised by Members, particularly with regard to the financial aspects of the restructure of the top tier of management, assimilations of Chief Officers and the proposed pay structure as detailed within Item 5 on the agenda.

14. REVISED SALARY CONDITIONS FOR OFFICERS ON CHIEF OFFICER TERMS AND CONDITIONS

RESOLVED that the item be deferred to be considered at a later date within a single report also encompassing 'Restructure of Top Tier Management', previously considered by Members on the Agenda.

15. EXCLUSION OF PUBLIC AND PRESS

RESOLVED that the Public and Press be excluded from the remainder of the meeting in accordance with Section 100(A)(4) of the Local Government Act 1972, as amended, on the grounds that exempt information as defined in Paragraph 1 of Schedule 12A of the Act is likely to be disclosed.

16. INTERVIEWS FOR THE POSTS OF ASSISTANT DIRECTOR, NEIGHBOURHOODS

The Director of People and Performance Improvement advised the Committee of the format for the afternoon and provided an outline of the assessment criteria.

The Committee received a presentation from each candidate and undertook interviews for the posts of Assistant Director, Neighbourhoods.

The Committee received professional advice from the Director of People and Performance Improvement.

RESOLVED that Pat Higgs and Gail Newton be appointed to the posts of Assistant Director, Neighbourhoods.