

Minutes of a meeting of the Committee to Determine the Terms and Conditions of Employment of Chief and Deputy Chief Officers held in Committee Room 2, County Hall, Chelmsford, CM1 1QH on Monday 23 April 2018 at 9.00am and reconvened on Monday 30 April 2018 at 9.30am

Present:

Members

Councillor D Finch	(Chairman)
Councillor K Bentley	
Councillor S Lissimore	
Councillor M Mackrory	23 April only
Councillor J Spence	
Councillor A Turrell	Substitute for Councillor M Mackrory (30 April only)

The following officers were present in support:

Gavin Jones	Chief Executive
Pam Parkes	Director, Organisational Development and People
Joanna Boaler	Head of Democracy and Transparency (30 April 2018)
Judith Dignum	Democratic Services Manager (23 April 2018)

1. Election of Chairman

Having been nominated by Councillor Bentley and seconded by Councillor Spence, it was

Resolved:

That Councillor D Finch be elected as Chairman for the meeting.

2. Membership, Apologies, Substitutions and Declarations of Interest.

The report of Membership, Apologies and Declarations of Interest was received.

3. Exclusion of the Press and Public

Resolved:

That, having reached the view that the public interest in maintaining the exemption (and discussing the matter in private) outweighed the public interest in disclosing the information, the public (including the press) be excluded from the meeting during consideration of the following item of business on the grounds that it involves the likely disclosure of exempt information as specified in paragraphs 1 and 2 of Schedule 12A of the Local Government Act 1972 - information relating to any individual or which is likely to reveal the identity of any individual).

4. Changes to Executive Director and Director roles (CO/01/18)
(Press and public excluded)

The Committee considered a report by the Chief Executive which recommended a number of changes associated with turnover in senior roles following implementation of the new organisation design in April 2017. The report also informed the Committee of the intention to bring forward further proposals in due course regarding permanent changes to the layer 1 and 2 organisation structure.

The Chief Executive and the Director, Organisational Development and People responded to Members' questions, as set out in the confidential appendix to these minutes.

In considering the proposals, the Committee expressed concern at some inconsistencies within the report relating to the potential salary for the Director, Legal and Assurance. In order to assist them in reaching a decision, Members asked for clarification on this issue, together with a list of the responsibilities associated with the revised role. The meeting was therefore **adjourned**, and **reconvened** on Monday 30 April at 9.30am.

Resolved:

Infrastructure and Environment (I&E) and Economy, Localities and Public Health (ELPH)

1. That the revised salary for the Director, Capital Investment and Delivery (Paul Crick), be agreed as set out in the confidential appendix to these minutes.
2. That the responsibilities currently with the Executive Director, Infrastructure and Environment be delegated to the Executive Director, Economy, Localities and Public Health (ELPH) for a temporary period of up to six months.

Social Care and Education

3. That the responsibilities for Adult Social Care held by the Executive Director, Social Care and Education, be delegated to the Director, Adult Social Care (Director of Adult Social Services (DASS)) on a permanent basis, making this role a layer 1, with effect from 28 April 2018.
4. That the transfer of line management for Education to the Director, Children and Families (Director of Children's Services (DCS)) with effect from 28 April 2018 be noted.

Corporate and Customer Services

5. That the regrading of the role of Director, Legal and Assurance be noted, and the new salary for Paul Turner agreed as set out in the confidential appendix to these minutes.

.....
Chairman

.....
Date