

Committee to Determine the Terms and Conditions of Employment of Chief and Deputy Chief Officers

11:30	Monday, 24 June 2013	Leader's Conference Room, C Block, County Hall
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Quorum: 2

Membership:

Councillor David Finch	Leader of the Council
Councillor Kevin Bentley	Deputy Leader and Cabinet Member for Economic Growth and Infrastructure
Councillor Derrick Louis	Cabinet Member for Transformation and Corporate Services
Councillor Mike Mackrory	Leader Liberal Democrat Group
Councillor Tony Durcan	Labour Group

For information about the meeting please ask for:

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Essex County Council

Essex County Council and Committees Information

All Council and Committee Meetings are held in public unless the business is exempt in accordance with the requirements of the Local Government Act 1972.

Most meetings are held at County Hall, Chelmsford, CM1 1LX. A map and directions to County Hall can be found at the following address on the Council's website:
<http://www.essex.gov.uk/Your-Council/Local-Government-Essex/Pages/Visit-County-Hall.aspx>

There is ramped access to the building for wheelchair users and people with mobility disabilities.

The Council Chamber and Committee Rooms are accessible by lift and are located on the first and second floors of County Hall.

If you have a need for documents in the following formats, large print, Braille, on disk or in alternative languages and easy read please contact the Committee Officer before the meeting takes place. If you have specific access requirements such as access to induction loops, a signer, level access or information in Braille please inform the Committee Officer before the meeting takes place. For any further information contact the Committee Officer.

Induction loop facilities are available in most Meeting Rooms. Specialist head sets are available from Duke Street and E Block Receptions.

The agenda is also available on the Essex County Council website, www.essex.gov.uk. From the Home Page, click on 'Your Council', then on 'Meetings and Agendas'. Finally, select the relevant committee from the calendar of meetings.

Please note that an audio recording may be made of the meeting – at the start of the meeting the Chairman will confirm if all or part of the meeting is being recorded.

Part 1

(During consideration of these items the meeting is likely to be open to the press and public)

		Pages
1	Apologies for Absence	
2	Declarations of Interest To note any declarations of interest to be made by Members	
3	Minutes of previous meetings To approve the minutes of the following meetings:	
3a	28 May 2013	5 - 8
3b	30 May 2013 (9.30am)	9 - 10
3c	30 May 2013 (10.30am)	11 - 12
4	Urgent Business To consider any matter which in the opinion of the Chairman should be considered in public by reason of special circumstances (to be specified) as a matter of urgency.	

Exempt Items

(During consideration of these items the meeting is not likely to be open to the press and public)

To consider whether the press and public should be excluded from the meeting during consideration of an agenda item on the grounds that it involves the likely disclosure of exempt information as specified in Part I of Schedule 12A of the Local Government Act 1972 or it being confidential for the purposes of Section 100A(2) of that Act.

In each case, Members are asked to decide whether, in all the circumstances, the public interest in maintaining the exemption (and discussing the matter in private) outweighs the public interest in disclosing the information.

5 Dismissals of Deputy Chief Officers through compulsory redundancy

6 Urgent Exempt Business

To consider in private any other matter which in the opinion of the Chairman should be considered by reason of special circumstances (to be specified) as a matter of urgency.

Minutes of a Meeting of the Committee to Determine the Conditions of Employment of Chief and Deputy Chief Officers held at County Hall, Chelmsford, at 10.00am on 28 May 2013

Present:

Councillors

David Finch	Leader of the Council (Chairman)
Kevin Bentley	Deputy Leader and Cabinet Member for Economic Growth and Infrastructure
Roger Lord	Leader of the UKIP Group
Mike Mackrory	Leader of the Liberal Democrat Group
Roger Walters	Cabinet Member for Waste and Recycling

The following officers were present in support:

Joanna Killian	Chief Executive
Adam Bowles	Head of HR
Terry Osborne	Assistant Director – Corporate Law
Judith Dignum	Secretary to the Committee

1. Declarations of Interest

There were no declarations of interest.

2. Minutes

The minutes of the meeting held on 9 April 2013 were agreed as a correct record and signed by the Chairman.

3. Appointment of Vice-Chairman

Upon the motion of the Chairman, duly seconded by Councillor Roger Walters, it was:

Resolved:

That Councillor Kevin Bentley be appointed Vice-Chairman of the Committee for the Municipal Year 2013/14.

4. Establishment of Appointments Sub-Committee

The Committee considered a report (CO/02/13) by the Assistant Director – Corporate Law which sought approval to establish an Appointments Sub-Committee to deal with appointments to certain posts as part of the Transformation Programme. The Sub-Committee would comprise three members (two Conservative, and one from the three main Opposition Groups) with nominations to be sought on an ad hoc basis as necessary.

In considering the report, the Committee noted that membership of the Sub-Committee would vary between appointments according to Members' availability and experience, with training to be made available for those with little or no experience of employment matters.

Resolved:

That an Appointments Sub-Committee be established comprising three members (two Conservative and one from the three main Opposition Groups) to be appointed on an ad hoc basis to deal with appointments to certain posts as part of the Transformation Programme.

5. 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 items of business on the grounds that they involved the likely disclosure of exempt information as specified in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972.

6. Appointment of Staff at Tiers Two and Three

(Exempt under paragraphs 1 and 2 of Schedule 12A of the Local Government Act 1972)

The Committee considered a report (CO/03/13a) by the Assistant Director – Corporate Law which sought agreement to delegate authority for the Chief Executive or her nominee to make appointments to certain Deputy Chief Officer posts (detailed in Appendix 1 to the report) as part of tier 3 of the Transformation Programme.

In considering the report, Members were advised of the rationale for appointment to these particular posts to be dealt with by officers. The majority of appointments at Tiers Two and Three arising from the Transformation Programme would be dealt with at Member level.

Resolved:

That authority be delegated to the Chief Executive or her nominee to make appointments to the following three posts, as identified in Appendix 1 to report CO/03/13:

- Director for Delivery Transition
- Director for Commissioning: Economic Growth and Communities (interim)
- Director for Commissioning: Waste and Environment

7. Dismissals of Deputy Chief Officers Through Voluntary Redundancy (Exempt under paragraphs 1 and 2 of Schedule 12A of the Local Government Act 1972)

The Committee considered a report (CO/03/13b) by the Head of HR which sought agreement to dismiss two Deputy Chief Officers by way of voluntary redundancy, following the recent changes at Tier 3.

The following matters arose from consideration of the report:

- The word 'dismissal' in the context of voluntary redundancy is recognised legal terminology and does not have adverse connotations in terms of the employment of the person concerned.
- Following the abolition of the compulsory retirement age, the option of voluntary redundancy is available to an employee whose post is at risk and who is eligible to retire but has expressed no previous intention to do so.
- Members requested that details of the likely payback period (bearing in mind the cost of redundancy payments and any strain on the pension fund) should be included in all future reports dealing with similar issues.

Resolved:

That the dismissal of two Deputy Chief Officers (identified in the report) by way of voluntary redundancy be agreed.

The meeting closed at 10.15am.

Chairman

Minutes of a Meeting of the Committee to Determine the Conditions of Employment of Chief and Deputy Chief Officers held at County Hall, Chelmsford, at 9.30am on 30 May 2013

Present:

Councillors

David Finch	Leader of the Council (Chairman)
John Aldridge	Cabinet Member for Adults Social Care
Bill Archibald	Labour Group
Anne Brown	Deputy Cabinet for Public Health and Wellbeing
Mike Mackrory	Leader of the Liberal Democrat Group

The following officers were present in support:

Joanna Killian	Chief Executive
Graham Wines	Directorate Head of HR, SCF

1. Declarations of Interest

There were no declarations of interest.

2. 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 Part 1 of Schedule 12A of the Local Government Act 1972.

3. Appointment of Executive Director Adult Operations

(Exempt under paragraphs 1 and 2 - information relating to any individual or which is likely to reveal the identity of any individual)

The Committee interviewed one candidate for the post of Executive Director Adult Operations.

Resolved:

That Sally Burton be appointed to the post of Executive Director Adult Operations.

The meeting closed at 10.25am.

Chairman

Minutes of a Meeting of the Committee to Determine the Conditions of Employment of Chief and Deputy Chief Officers held at County Hall, Chelmsford, at 10.30am on 30 May 2013

Present:

Councillors

David Finch	Leader of the Council (Chairman)
Bill Archibald	Labour Group
Ray Gooding	Cabinet Member for Education and Lifelong Learning
Dick Madden	Cabinet Member for Families and Children
Mike Mackrory	Leader of the Liberal Democrat Group

The following officers were present in support:

Joanna Killian	Chief Executive
Graham Wines	Directorate Head of HR, SCF

1. Declarations of Interest

There were no declarations of interest.

2. 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 Part 1 of Schedule 12A of the Local Government Act 1972.

3. Appointment of Executive Director Family Operations

(Exempt under paragraphs 1 and 2 - information relating to any individual or which is likely to reveal the identity of any individual)

The Committee interviewed one candidate for the post of Executive Director Family Operations.

Resolved:

That Helen Lincoln be appointed to the post of Executive Director Family Operations.

The meeting closed at 11.40am.

Chairman