

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 8.30am on 20 June 2016

Present:

Councillors

D Finch	Leader of the Council (Chairman)
K Bentley	Deputy Leader and Cabinet Member for Economic Growth and Partnerships
M Danvers	Deputy Leader of the Labour Group
D Madden	Cabinet Member for Adults and Children
Mrs T Higgins	Deputy Leader of the Liberal Democrat Group

The following officers were present in support:

Gavin Jones	Chief Executive
Pam Parkes	Interim Director of Human Resources and Organisational Development
Judith Dignum	Committee Services Manager (Secretary to the Committee)

1. Election of Chairman

Having been proposed by Councillor K Bentley and seconded by Councillor D Madden, it was

Resolved:

That Councillor D Finch be elected Chairman for the meeting.

2. Declarations of Interest

The Chairman reminded members to declare any interests either now or at the point during the meeting at which they arose.

3. Minutes

The public minutes of the meetings of the Committee held on 3 February and 14 March 2016 were received.

4. Appointments Sub-Committee – Outcome of Recent Meetings

The Committee received report CO/03/16 by the Secretary to the Committee which detailed the outcome of meetings of the Appointments Sub-Committee from 1 April 2014 – 31 March 2016.

The report was **noted**.

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. Minutes (Part II)

(Press and public excluded)

The confidential minutes of the Committee held on 3 February 2016 were received.

7. Executive Directors' Supporting Success Performance Outcomes for 2015/16

(Press and public excluded)

The Committee considered a joint report by the Chief Executive and the Leader of the Council which set out the Leader's and the Chief Executive's assessment of the performance of Executive Directors for the year 2014/15, and sought Members' confirmation or amendment of the recommended outcomes, included within an appendix. A second appendix presented draft objectives for the Chief Executive for 2016/17, and the Committee's agreement was sought to finalise these

Resolved:

- 1) That the Leader and Chief Executive's recommended outcomes with regard to the performance of Executive Directors for the year 2014/15, as set out in Appendix A to the report, be confirmed.
- 2) That, having considered the draft objectives set out in Appendix B to the report, a further meeting of the Committee be held to agree the final performance objectives of the Chief Executive for 2016/17.
- 3) That a further meeting of the Committee be held in September 2016 to agree the final performance objectives for Executive Directors for 2016/17, currently under negotiation as a result of the development of a new annual Council Corporate Plan and organisation strategy.

The meeting closed at 9.07am.

Chairman