

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 9.00am on 7 December 2012

Present:

Councillors

P J Martin	Leader of the Council (Chairman)
D M Finch	Deputy Leader, Cabinet Member for Finance and Transformation Programme (Vice Chairman)
S C Castle	Cabinet Member for Education and the 2012 Games
D Louis	Cabinet Member for Highways and Transportation
M Mackrory	Leader of the Liberal Democrat Group

The following officers were present in support:

Joanna Killian	Chief Executive
Adam Bowles	Head of HR
Terry Osborne	Assistant Director - Corporate Law
Judith Dignum	Governance Team Manager (Secretary)

1. Election of Chairman

Upon the nomination of Councillor D M Finch (seconded by Councillor D Louis) it was:

Resolved:

That Councillor P J Martin be elected Chairman for the meeting.

2. Declarations of Interest

There were no declarations of interest.

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

4. Transformation – Review of Corporate Leadership Team

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

The Committee considered a report (CO/01/12) by the Chief Executive which provided an update on the progress being made in developing the Transformation Programme Mark II. It also detailed and sought agreement to the proposed process for making changes to the roles and responsibilities of the members of the Corporate Leadership Team in the light of the proposals for transformation reported to Cabinet on 7 December 2012. This was required to support the planned separation of the commissioning of services from their delivery within the Council.

In presenting the report, the Chief Executive advised that the process she intended to follow for the implementation of changes to the CLT structure was the Organisational Change Policy approved for use across the Council (attached as an appendix to report CO/01/12).

Members discussed a number of issues, in particular the implications of the proposal to combine the statutory roles of the Director for Children's Services (DCS) and Director for Adult Social Services (DASS).

In supporting the proposals contained within the report (including the indicative structure for the Corporate Leadership Team), the Committee acknowledged that these represented a 'direction of travel' and that changes were likely with the development of the Transformation Mark II process. Members commented on the importance of appointing the right people to key posts in maximising the likely effectiveness of any structure.

Resolved:

- 1) That the process by which changes will be made to the roles and responsibilities of the members of the Corporate Leadership Team be approved.
- 2) That the indicative structure chart which will be finalised by the Chief Executive following consultation with affected staff be noted.
- 3) That the draft report of the risk assessment which is being undertaken in relation to the roles and responsibilities in Children and Adults Services be noted.

The meeting closed at 9:25am.

Councillor Peter Martin
Chairman