



Essex County Council

Senior Management Employment Committee

09:00	Monday, 14 March 2022	The Wellingtonia, County Hall
-------	--------------------------	----------------------------------

For information about the meeting please ask for:

- Gemma Bint, Democratic Services Officer, **or**
- Emma Hunter, Democratic Services Officer

Telephone: 03330 136276 / 36601

Email: democratic.services@essex.gov.uk

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.

Members of the public will be able to view and listen to any items on the agenda unless the Committee has resolved to exclude the press and public from the meeting as a result of the likely disclosure of exempt information as defined by Schedule 12A to the Local Government Act 1972.

ECC Guest Wifi

For members of the public, you can now access free wifi in County Hall.

- Please log in to 'ECC Guest'
- Follow the instructions on your web browser

Attendance at meetings

Most meetings are held at County Hall, Chelmsford, CM1 1LX. [A map and directions to County Hall can be found on our website.](#)

Access to the meeting and reasonable adjustments

County Hall is accessible via ramped access to the building for people with physical disabilities.

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

Induction loop facilities are available in most Meeting Rooms. Specialist headsets are available from Reception.

Accessing Documents

If you have a need for documents in, large print, Braille, on disk or in alternative languages and easy read please contact the Democratic Services Officer before the meeting takes place. For further information about how you can access this meeting, contact the Democratic Services Officer.

The agenda is also available on the Essex County Council website, www.essex.gov.uk From the Home Page, click on 'Running the council', then on 'How decisions are made', then 'council meetings calendar'. Finally, select the relevant committee from the calendar of meetings.

Audio recording of meetings

Please note that in the interests of improving access to the Council's meetings, a sound recording is made of the public parts of many of the Council's Committees. The Chairman will make an announcement at the start of the meeting if it is being recorded.

If you are unable to attend and wish to see if the recording is available, you can find out by checking the [Calendar of Meetings](#) any time after the meeting starts. Any audio available can be accessed via the 'On air now!' box in the centre of the page, or the links immediately below it.

Should you wish to record the meeting, please contact the officer shown on the agenda front page.

Pages		
1	Election of Chairman To elect a Chairman for the meeting.	
2	Membership, Apologies, Substitutions and Declarations of Interest	4 - 4
3	Minutes of Previous Meeting: 8 February 2022	5 - 7
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)

The following items of business have not been published on the grounds that they involve the likely disclosure of exempt information falling within Part I of Schedule 12A

of the Local Government Act 1972. Members are asked to consider whether or not the press and public should be excluded during the consideration of these items. If so it will be necessary for the meeting to pass a formal resolution:

That the press and public are excluded from the meeting during the consideration of the remaining items of business on the grounds that they involve the likely disclosure of exempt information falling within Schedule 12A to the Local Government Act 1972, the specific paragraph(s) of Schedule 12A engaged being set out in the report or appendix relating to that item of business.

5

Uplift to an Officer's Pay

- Information relating to any individual;
- Information which is likely to reveal the identify of an individual;

Committee: Senior Management Employment Committee

Enquiries to: Emma Hunter, Democratic Services Officer
Gemma Bint, Democratic Services Officer

Membership, Apologies, Substitutions and Declarations of Interest

Recommendations:

To note

1. Membership as shown below
2. Apologies and substitutions
3. Declarations of interest to be made by Members in accordance with the Members' Code of Conduct

Membership

(Quorum: 3)

Councillor K Bentley
Councillor L McKinlay
Councillor C Whitbread
Councillor M Hoy
Councillor M Mackrory

Minutes of a meeting of the Senior Management Employee Committee held in Committee Room 1, County Hall, Chelmsford, CM1 1QH on Tuesday 8 February 2022 at 9:30 a.m.

Present:

Members

Councillor K Bentley
Councillor L McKinlay
Councillor T Ball
Councillor M Hoy
Councillor M Mackrory

The following officers were present in support:

Gemma Bint	Democratic Services Officer
Gavin Jones	Chief Executive
Alison Woods	Director, People BP & Employment Practice

1. Election of Chairman

Having been nominated by Councillor L McKinlay and seconded by Councillor T Ball, and there being no other nominations it was

Resolved:

That Councillor K Bentley 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. There were no apologies, substitutions, or declarations of interest.

3. Minutes of Previous Meetings

The minutes of the following meetings were approved as a correct record and signed by the Chairman:

- i) Senior Management Employment Committee held on 14 December 2021
- ii) Senior Management Employment Committee held on 15 December 2021

4. Urgent Business

There were no matters of urgent business.

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.

5 Changes to the Responsibilities of Corporate Leadership Team roles and other changes (Press and public excluded)

The Committee considered a report by the Chief Executive in relation to the temporary arrangements that were introduced following the resignation of the Executive Director, Corporate and Customer Services, seeking the Committee's approval to make the arrangements permanent.

The recommendations were supported and agreed by the Committee and the following was

Resolved:

- i. Change the responsibilities of the Executive Director, Finance and Technology to include Legal and Assurance and to take the role of Senior Information Risk Owner (SIRO) on a permanent basis, with effect from 1 January 2022.
- ii. Permanently change the title of the role of Executive Director, Finance and Technology to Executive Director, Corporate Services, with effect from 1 January 2022.
- iii. Create a new permanent role of Executive Director, people and Transformation.
- iv. Move the responsibility for Transformation Delivery and Support to the Executive Director, People and Transformation on a permanent basis.
- v. Appoint Pam Parkes to the role of Executive Director, People and Transformation on a permanent basis, with effect from 1 January 2022.
- vi. To pay Pam Parkes the salary stated in the confidential report, which is the rate for the job for Executive Director roles, and is the same as other Executive Director salaries, with effect from 1 January 2022.
- vii. Extend the temporary renaming of some of head service roles reporting to the Executive Director, People and Transformation for a further six months as follows:
 - The Head of People Operations, Head of Service Transformation, Head of Organisation Development & Talent Management, and the Head of People Business Partnering & Employment Practice roles are currently job sized, through

- KornFerry Hay job evaluation, as a Director role, (job size B2, with the exception of the Head of People Operations at B3).
- viii. Permanently change the title of Director, Strategy, Insight and Engagement to Director, Policy, reporting directly to the Chief Executive, with effect from 1 January 2022.
 - ix. Subject to sufficient funding being made available by the Cabinet Member for Finance accept the outcome of the Hay job evaluation of the revised role profile for Director, Policy, and amend the salary of Director, Policy (Richard Puleston) to the rate for the job for B1 sized roles as stated in the confidential report, with effect from 1 January 2022.
 - x. Make the temporary Chief Executive's Office which includes the services managed by the Director, Policy, (being strategy, data and insight, equality and partnerships, internal and external communications and marketing), permanent.

The meeting closed at 9:52am.

.....
Chairman

.....
Date