

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

08:30	Monday, 20 June 2016	Committee Room 3, County Hall, Chelmsford, Essex
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Quorum: 3

Membership:

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

For information about the meeting please ask for:

Jennifer Reid, Committee Officer

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Email: judith.dignum@essex.gov.uk



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.

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<http://www.essex.gov.uk/Your-Council/Local-Government-Essex/Pages/Visit-County-Hall.aspx>

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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	Election of Chairman To elect a Chairman for the meeting	
2	Apologies for Absence	
3	Declarations of Interest To note any declarations of interest to be made by Members in accordance with the Members' Code of Conduct	
4	Minutes To note the public minutes of the meeting of the Committee held on 3 February 2016.	5 - 6
5	Minutes To note the minutes of the meeting of the Committee held on 14 March 2016	7 - 8
6	Appointments Sub-Committee – Outcome of Recent Meetings	9 - 10
7	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.

8 Minutes

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

9 Executive Directors' Supporting Success Performance Outcomes for 2015/16

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

10 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 9:30am on 3 February 2016

Present:

Councillors

Cllr S Barker	Deputy Cabinet Member for Adults and Children
Cllr M Mackrory	Leader of the Liberal Democrat Group
Cllr D Madden	Cabinet Member for Adults and Children
Cllr J Spence	Cabinet Member for Finance
Cllr J Young	Leader of the Labour Group

The following officers were present in support:

Pam Parkes	Director for Human Resources
Rose Parnell	Senior HR consultant
Jennifer Reid	Committee Officer

1. Election of Chairman

Resolved:

That Councillor John Spence be elected as Chairman for the meeting.

2. Apologies for Absence

No apologies received.

3. Minutes of this meeting

That authority be delegated to the Chairman to sign the minutes of the meeting.

4. Declarations of Interest

There were no declarations of interest.

5. Delegation of the dismissal of any deputy chief officer to the Appointments Sub-Committee

The Committee considered report CO/01/16 by the Director for Human Resources regarding approval to delegate the dismissal in certain circumstances of any deputy chief officer within the meaning of section 2(8) of the 1989 Act to the established Appointments Sub-Committee.

Resolved:

That the dismissal other than on grounds of capability or conduct of any deputy chief officer within the meaning of section 2(8) of the Local Government and

Housing Act 1989 be delegated to the established Appointments Sub-Committee.

6. 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 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.

7. Dismissal of Deputy Chief Officers

The Committee considered report CO/02/16 by the Director for Human Resources seeking agreement from the Committee in connection with reorganisation proposals to dismiss two Deputy Chief Officers.

Resolved:

That the dismissal of two Deputy Chief Officers, one by way of voluntary redundancy and one through the termination of a fixed term contract, be agreed.

The meeting closed at 9.50am.

Chairman
Date

Minutes of a Meeting of the Committee to Determine the Terms and Conditions of Employment of Chief and Deputy Chief Officers held at County Hall, Chelmsford, at 12:00pm on 14 March 2016

Present:

Councillors

Councillor R Bass	Cabinet Member for Infrastructure
Councillor K Bentley	Cabinet Member for Economic Growth, Infrastructure, Waste and Recycling (Chairman)
Councillor I Henderson	Labour Group
Councillor E Johnson	Cabinet Member for Highways and Transport Delivery
Councillor A Turrell	Liberal Democrat Group (substitute for Councillor M Mackrory)

The following officer was present in support:

Sonia Davidson-Grant Executive Director for Place Commissioning

1. Apologies for Absence

Apologies were received from Cllr Mike Mackrory, (Cllr Anne Turrell attended as substitute)

2. Election of Chairman

Resolved:

That Councillor Kevin Bentley be elected as Chairman for the meeting.

3. Minutes of this meeting

That authority be delegated to the Chairman to sign the minutes of the meeting, following which the outcome would be reported to a future meeting of the Committee.

4. Declarations of Interest

There were no declarations of interest.

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.

5. Candidate Interviews

(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 two candidates for the post of Director for Commissioning: Transport & Infrastructure.

Resolved:

That Andrew Cook be appointed to the post of Director for Commissioning: Transport & Infrastructure.

The meeting closed at 13:50.

Chairman

Date

Committee to Determine the Terms and Conditions of Chief and Deputy Chief Officers	CO/03/16
Date of meeting: 20 June 2016	
Appointments Sub-Committee – Outcome of Recent Meetings	
Report by: Secretary to the Committee	
Enquiries to: Judith Dignum, Committee Services Manager, 03330 134579 / Judith.dignum@essex.gov.uk	

1. Purpose of report

- 1.1. To inform the Committee of the outcome of meetings of the Appointments Sub-Committee from 1 April 2014 to 31 March 2016

2. Recommendations

- 2.1. That the outcome of meetings of the Appointments Sub-Committee from 1 April 2014 to 31 March 2016 be noted.

3. Background

- 3.1. Under its Terms of Reference (as set out in the Council's Constitution) the Committee has the power to establish a sub-committee to deal with particular appointments or dismissals.
- 3.2. As part of the Transformation Programme in May 2013, an Appointments Sub-Committee was established comprising three members (two Conservative and one from the main Opposition Groups) to be appointed on an ad hoc basis to deal with appointments to certain posts.

At each meeting of the Appointments Sub-Committee, authority is delegated to the Chairman to confirm as a correct record and sign the minutes of the meeting, and outcomes are reported to a future meeting of the Committee to Determine the Terms and Conditions of Chief and Deputy Chief Officers.

4. Appointments Sub-Committee – Recent Meetings

- 4.1. The Committee is asked to note the composition and outcomes of meetings of the sub-committee held between 1 April 2014 to 31 March 2016, as detailed in the table below:

Date of meeting	Purpose	Panel members	Appointed	Chairman
17-Dec-14	Director of Adult Operations & Director of Local Delivery, Adult Operations (4 posts)	Cllr A Brown Cllr D Madden Cllr K Gibbs	Director of Adult Operations: James Bullion Director of Local Delivery, Adult Operations: Simon Froud	Cllr D Madden
26-Jan-15	Director for Local Delivery	Cllr D Madden Cllr R Gadsby Cllr M Mackrory	Sukriti Sen	Cllr D Madden
25-Feb-15	Director for Integrated Workforce Development	Cllr D Madden Cllr M Maddocks Cllr K Gibbs	Anne Finn	Cllr D Madden
11-Mar-15	Director for Capital Delivery	Cllr K Twitchen (substitute for Cllr R Hirst) Cllr J Spence Cllr K Bobbin	Paul Crick	Cllr J Spence
20-Mar-15	Director for Local Delivery, Adult Operations	Cllr D Madden Cllr M Maddocks Cllr K Gibbs	Jon Dickinson, Alexandra Laidler Ann Workman	Cllr D Madden
08-Apr-15	Programme Director for Waste Transformation	Cllr K Bentley Cllr R Hirst Cllr M Mackrory	Jim Aldridge (2 year fixed term secondment)	Cllr K Bentley
14-May-15	Director for Integrated Commissioning	Cllr D Madden Cllr E Johnson Cllr M Mackrory	Thomas Day	Cllr E Johnson
18-May-15	Director for Commissioning, Economic Growth and Communities	Cllr K Bentley Cllr R Hirst Cllr J Young	Dominic Collins	Cllr K Bentley
02-Dec-15	Director for Education & Lifelong Learning	Cllr R Gooding Cllr J Spence Cllr M Mackrory	Clare Kershaw	Cllr R Gooding
12-May-16	Director for Strategic Housing	Cllr M Buckley Cllr J Spence Cllr J Young	Jamie Carswell	Cllr J Spence

4.2. The Sub-Committee's minutes are public documents and may be viewed on the Council's website.