

## APPOINTMENTS COMMITTEE

*At a meeting of the Appointments Committee held on Thursday, 29 October 2009 at the Marketing Suite, Municipal Building*

Present: Councillors McDermott, Gilligan, Murray, Polhill, Wharton and Hodgkinson

Apologies for Absence: Councillor Redhead

Absence declared on Council business: None

Officers present: None

### ITEMS DEALT WITH UNDER DUTIES EXERCISABLE BY THE COMMITTEE

		<i>Action</i>
APC3	MINUTES	
	<p>The minutes of the meeting held on 21 September 2009, having been printed and circulated, were taken as read and agreed as a correct record.</p>	
APC4	SCHEDULE 12A OF THE LOCAL GOVERNMENT ACT 1972 AND THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985	
	<p>The Committee considered:</p> <ol style="list-style-type: none"><li>(1) whether members of the press and public should be excluded from the meeting of the Committee during consideration of the following item of business in accordance with Sub-Section 4 of Section 100A of the Local Government Act 1972 because it was likely that, in view of the nature of the business to be considered, exempt information would be disclosed, being information defined in Section 100 (1) and paragraph 3 of Schedule 12A of the Local Government Act 1972; and</li><li>(2) whether the disclosure of information was in the public interest, whether any relevant exemptions were applicable and whether, when applying the public</li></ol>	

interest test and exemptions, the public interest in maintaining the exemption outweighed that in disclosing the information.

RESOLVED: That as, in all the circumstances of the case, the public interest in maintaining the exemption outweighed the public interest in disclosing the information, members of the press and public be excluded from the meeting during consideration of the following item of business in accordance with Sub-Section 4 of Section 100A of the Local Government Act 1972 because it was likely that, in view of the nature of the business, exempt information would be disclosed, being information defined in Section 100 (1) and paragraph 3 of Schedule 12A of the Local Government Act 1972.

#### APC5 MANAGEMENT STRUCTURES

Members were reminded that, the Council's Efficiency Programme, had the objective of achieving savings of between £6-8 million every year for the next three years. One of the streams of work within that programme was a reduction in the number of management posts within the authority to realise sustained revenue savings. The report outlined proposals for the retention of four Directorates but with a reduction of four Operational Director posts.

The Staffing Protocol, agreed on 21 September 2009 by the Appointments Committee, outlined the procedures that would be used to manage the transition to the new structure and would ensure that the handling of assimilation, ring-fencing, re-deployment and competition for posts from 'At Risk' candidates was consistent, transparent and best protected the Council from claims for unfair selection for redundancy or unfair dismissal.

Attached to the report were the details of the proposed revised management structures. The appointment to posts at Operational Director level, where existing Operational Directors' roles remained largely unchanged and in line with their generic job descriptions, would be by assimilation to the new structure. Any new posts, which were comprised of merged posts, would be advertised in accordance with the recruitment process referred to in the Staffing Protocol and ring fenced to current Operational Director and Divisional Manager level post holders.

RESOLVED: That

- (1) the transition arrangements to the new structures be approved;
- (2) the Chief Executive, in consultation with the Corporate Services Portfolio Holder and the relevant Portfolio Holder, and following consultation with Members of the Appointments Committee, be authorised to make appointments to the vacant Operational Director positions from within the internal ring fence; and
- (3) delegated authority be given to the Chief Executive, in consultation with the Executive Board Member for Corporate Services, to resolve any redundancy/voluntary early retirement situations that arise as a result of the revised management structures, in accordance with the Staffing Protocol.

*Meeting ended at 4.00 p.m.*