



**MINUTES OF A MEETING OF THE EMPLOYMENT COMMITTEE  
HELD AT THE TOWN HALL, PETERBOROUGH ON 24 JUNE 2016**

**Members Present:** Councillors Nadeem (Chair), Holdich (Vice Chair), Lamb, Khan, Jamil, Davidson, and Ayres

**Officers Present:** Mandy Pullen, Assistant Director of Human Resources and Development  
Paul Smith, Human Resources Advisor  
Pippa Turvey, Senior Democratic Services Officer

**1. Apologies for Absence**

Apologies for absence were received from Councillors Fitzgerald. Councillor Ayres was in attendance as substitute.

**2. Declarations of Interest**

There were no declarations of interest received.

**3. Minutes of the Meeting Held on 23 February 2016**

The minutes of the meeting held on 23 February 2016 were agreed as a true and accurate record.

**4. Shared Chief Executive Arrangements Between Peterborough City Council and Cambridgeshire County Council**

The Assistant Director of Human Resources and Development presented a report to the Committee, which provided an overview of the six month review of the shared Chief Executive arrangement between Peterborough City Council and Cambridgeshire County Council. The report also sought Committee's consideration on the proposal to make the arrangement permanent. The matter was considered under the Committee's Terms of Reference 2.3.1.1 to appoint Directors and Heads of Service, and determine terms of conditions of employment.

The Committee discussed the report and raised several key points:

- From a contractual point of view, the Chief Executive would still be an employee of Peterborough City Council. As such, any continuity of service accrued would remain.
- The condition put in place within the temporary arrangement, that either party may leave the arrangement, would be carried over to the permanent proposal.
- Any potential pension fund would be split 50/50 between the two Council's.
- Employer pension contributions were paid by Peterborough City Council, however 50% of this was reimbursed by Cambridgeshire County Council every quarter.
- It was considered that Cambridgeshire County Council needed to appoint an Assistant Chief Executive in order for the arrangement to work.

**RESOLVED** that Employment Committee:

1. Note the review undertaken in conjunction with Cambridgeshire County Council;
2. Agree that the shared Chief Executive arrangement be made permanent; and
3. Agree to a contractual variation for the Chief Executive.

**RECOMMENDED** that Council:

1. Agree that the shared Chief Executive arrangements be made permanent; and
2. Agree to a contractual variation for the Chief Executive.

**Reasons for the decision:**

The report dealt with the benefits of the arrangement in terms of joint working/sharing best practice, but also addressed the challenges for ensuring the Chief Executive worked effectively across both Councils ensuring the sovereignty of those Council's policies were robustly maintained.

Chairman  
10:00am – 10:12am