PETERBOROUGH

CITY COUNCIL

MINUTES OF A MEETING OF THE EMPLOYMENT COMMITTEE
HELD AT THE TOWN HALL, PETERBOROUGH ON 11 SEPTEMBER 2014

Members Present: Councillors Nadeem (Chair), Cereste, Peach, Shabbir and Swift.

Officers Present: Simon Machen, Executive Director of Growth and Regeneration
Mike Kealey, Advisor to HR
Mandy Pullen, HR Manager, Communities and Growth and Regeneration
Philippa Turvey, Senior Governance Officer

1.   Apologies for Absence

Apologies for absence were received from Councillors Holdich, Fitzgerald, Khan and Sandford.

Councillors Shabbir and Peach were in attendance as a substitutes.

2.   Declarations of Interest

There were no declarations of interest.

3.   Minutes of the Meeting held on 3 July 2014

The Minutes of the meeting held on 3 July 2014 were agreed as a true and accurate record.

4.   Exclusion of the Press and Public

In accordance with Standing Orders, Members were asked to determine whether agenda item 6, 'Appointment to the Posts of Head of Service for Sustainable Growth Strategy; Head of Service for Peterborough Highway Services and Head of Service for Development and Construction and Determination of Salary', which contained exempt information relating to contemplated consultations or negotiations in connection with a labour relations matter arising between the authority and employees or office holders of the authority as defined by Paragraphs 4 of Schedule 12A of Part 1 of the Local Government Act 1972, should be exempt and the press and public excluded from the meeting when the items were discussed, or whether the public interest in disclosing the information outweighed the public interest in maintaining the exemption.

The Committee unanimously agreed to the exclusion of the press and public for agenda item 6.

5.   Growth and Regeneration Directorate Service Review

The Director of Growth and Regeneration introduced a report which provided an opportunity for the Committee to review the Growth and Regeneration restructure. Members of the Committee were also advised that the purpose of the report was also to ensure that all senior management roles have job descriptions which accurately reflect the work undertaken and the standards expected of the post holder.

Key points highlighted within the report included:

- Following the Senior Management Restructure, a restructure within the Directorate was required to ensure sufficient capacity was available.
- Report covered three posts; Head of Services for Sustainable Growth Strategy, Head of Services for Peterborough Highways Services and Head of Service for Development and Construction.
- The proposed job descriptions for these posts were included as appendices to the report.

RESOLVED that Employment Committee:

i) Had reviewed the Growth and Regeneration restructure proposals and response to consultation and approved the structure; and

ii) Agreed the three proposed job descriptions for the Deputy Chief Officer posts in Growth and Regeneration.

Reasons for the decision

These proposed changes were to ensure that Council operated within frameworks that were lawful, best practice, transparent and consistent.

6. **Appointment to the Posts of Head of Service for Sustainable Growth Strategy, Head of Service for Peterborough Highway Services and Head of Service for Development and Construction and Determination of Salary**

As agreed at agenda item 4, the meeting moved into exempt session.

The Director of Growth and Regeneration introduced a report which asked the Committee to appoint to the posts of Head of Service for Sustainable Growth Strategy, Head of Service for Peterborough Highway Services and Head of Service for Development and Construction, and to determine the terms and conditions of employment.

RESOLVED that Employment Committee:

i) Confirmed the appointments to the posts as set out in the report; and

ii) Determined the appropriate remuneration for the posts set out in the report.

Reasons for the decision

The proposed slotting was in accordance with Peterborough City Council's policy to support the redeployment of staff.

Chairman
3.00pm – 3:20pm