



**MINUTES OF A MEETING OF THE EMPLOYMENT COMMITTEE
HELD AT THE TOWN HALL, PETERBOROUGH ON 12 FEBRUARY 2015**

Members Present: Councillors Nadeem (Chairman), Cereste, Fitzgerald, Khan, Scott and Okonkowski

Officers Present: Gillian Beasley, Chief Executive (Item 5 and 6)
Kim Sawyer, Director of Governance (Item 4)
Paul Smith, Human Resources Advisor
Mandy Pullen, Acting Head of Human Resources
Teresa Colman, Principal Officer (Item 6)
Philippa Turvey, Senior Democratic Services Officer

1. Apologies for Absence

Apologies for absence were received from Councillors Holdich, Swift and Sandford. Councillors Scott and Okonkowski were in attendance as substitutes.

2. Declarations of Interest

There were no declarations of interest.

3. Exclusion of Press and Public

In accordance with Standing Orders, the Committee was asked to determine whether:

- i) agenda item 4, Senior Management Restructuring – Service Director: City Services & Communications Determination of Salary and Appointment to Post, and agenda item 6, Director of Public Health – Update, which all contained exempt information relating to individuals as defined by Paragraph 4 of Schedule 12A of Part 1 of the Local Government Act 1972, and
- ii) agenda item 5, interviews for the positions of ‘Corporate Director: People and Communities’, ‘Service Director: Adult’s Services and Communities’, ‘Service Director: Children’s Services’ and ‘Assistant Director: Digital Peterborough’, which all contained exempt information relating to individuals as defined by Paragraphs 1, 2 and 3 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 4, 5 and 6.

4. Senior Management Restructuring – Service Director: City Services & Communications Determination of Salary and Appointment to Post

As agreed at agenda item 3, the meeting moved into exempt session. The Director of Governance announced that as the Chief Executive was a personal friend of Ms Annette Joyce, she would not be present during the consideration of this item.

The Director of Governance presented a report to the Committee which requested the appointment of Ms Annette Joyce to the post of Service Director: City Services and Communications and asked the Committee to determine the appropriate level of remuneration for the post.

Previous reports had been presented to the Committee at its meetings held on 22 and 27 January 2015, where the restructure proposals for the senior management group had been noted. The recruitment process was not required for the role of Service Director: City Services and Communications as a significant proportion of the post holder's existing responsibilities transferred to the new post. As such, an existing member of staff was 'slotted' to the new post.

The role of Service Director: City Services and Communications was created by combing the roles of Assistant Director: Commercial Operations with the vacant role of Assistant Director: Communications.

The Committee were advised that since the publication of the report, senior managers had received a pay increase of 2%. As such, an updated senior management pay scale was circulated to the Committee.

The Committee discussed the level of remuneration for the new post and agreed a salary they believed to be appropriate for the responsibilities of the position.

RESOLVED that Employment Committee:

- i) Appointed Ms Annette Joyce to the post of Service Director: City Services and Communications; and
- ii) Determined the appropriate remuneration for the post

Reasons for the decision:

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

5. Interviews for the Positions of:

5.1 Corporate Director: People and Communities

The Chief Executive joined the meeting and the Director of Governance left the room.

One candidate was interviewed for the position of Corporate Director: People and Communities.

RESOLVED: to appoint Ms Wendi Ogle-Welbourn, who was currently employed as Director for Communities at Peterborough City Council.

5.2 Service Director: Adult's Services and Communities

The Director for Communities joined the meeting and the Chief Executive left the room.

One candidate was interviewed for the position of Service Director: Adult's Services and Communities.

RESOLVED: to appoint Mr Adrian Chapman, who was currently employed as Assistant Director for Communities and Targeted Services at Peterborough City Council.

5.3 Service Director: Children's Services

One candidate was interviewed for the position of Service Director: Children's Services.

RESOLVED: to appoint Mr Lou Williams, who was currently employed as Assistant Director for Commissioning at Peterborough City Council.

5.4 Assistant Director: Digital Peterborough

One candidate was interviewed for the position of Assistant Director: Digital Peterborough.

RESOLVED: to appoint Mr Richard Godfrey, who was currently employed as ICT Strategy, Infrastructure and Programmes Manager at Peterborough City Council.

6. Director of Public Health – Update

Rashmi Shukla, Regional Director, Public Health England, and Teresa Colman, Principal Officer, joined the meeting and were introduced by the Chief Executive.

The Chief Executive presented a report to the Committee which outlined current position of the role of Director of Public Health. It was requested that the Committee interview a candidate and, if appropriate, appoint to the post. This appointment would be subject to the agreement of the Secretary of State for Health.

RESOLVED that Employment Committee:

- i) Noted the position regarding the Director of Public Health; and
- ii) Interview the candidate and, if appropriate, appoint to the post of Director of Public Health on the terms as set out in the report.

Reasons for the decision:

It was a statutory requirement that the Council had in place a Director of Public Health (as per section 30 of the Health & Social care Act 2012).

One candidate was interviewed for the position of Director of Public Health.

RESOLVED: to appoint Dr Liz Robin, who was currently employed as Director of Public Health at Cambridgeshire County Council as a joint appointment to this role.

Chairman
10:30am – 4:00pm