

EMPLOYMENT COMMITTEE

TUESDAY 31 OCTOBER 2017

9.45 AM

The Boardroom, Stanton House, Huntingdon, PE29 6XL

AGENDA

Page No

1. **Apologies for Absence**

2. **Declarations of Interest**

At this point Members must declare whether they have a disclosable pecuniary interest, or other interest, in any of the items on the agenda, unless it is already entered in the register of members' interests or is a "pending notification" that has been disclosed to the Solicitor to the Council.

3. **Minutes of previous meetings**

3.1 **Minutes of the meeting held on 16 June 2017** 3 - 4

3.2 **Minutes of the meeting held on 23 June 2017** 5 - 6

4. **Exclusion of the Press and Public**

In accordance with Standing Orders, Members are asked to determine whether item 5, Appointment to Shared Senior Management post – Education and determination of salary', which contains information relating to contemplated consultations or negotiations in connections with a labour relations matter arising between the authority and employees or office holders of the authority, as defined by Paragraph 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 this item is discussed, or whether the public interest in disclosing this information outweighs the public interest in maintaining the exemption.

5. **Appointment to Shared Senior Management Service Director, Education** 7 - 32



There is an induction hearing loop system available in all meeting rooms. Some of the systems are infra-red operated, if you wish to use this system then please contact Dan Kalley on 01733 296334 as soon as possible.

Emergency Evacuation Procedure – Outside Normal Office Hours

In the event of the fire alarm sounding all persons should vacate the building by way of the nearest escape route and proceed directly to the assembly point in front of the Cathedral. The duty Beadle will assume overall control during any evacuation, however in the unlikely event the Beadle is unavailable, this responsibility will be assumed by the Committee Chair.

Committee Members:

Councillors: Johnson, Fitzgerald, M Nadeem (Chairman), J Holdich (Vice Chairman), D Lamb, M Jamil and Davidson

Substitutes: Councillors: J Goodwin, E Murphy and N Sandford

Further information about this meeting can be obtained from Dan Kalley on telephone 01733 296334 or by email – daniel.kalley@peterborough.gov.uk

**MINUTES OF A MEETING OF THE EMPLOYMENT COMMITTEE
HELD AT THE TOWN HALL, PETERBOROUGH ON 16 JUNE 2017**

Members Present: Councillors Nadeem (Chair), Holdich (Vice-Chair), Fitzgerald, Khan, Jamil, and Davidson

Officers Present: Gillian Beasley, Chief Executive
Wendi Ogle-Welbourn, Corporate Director People and Communities
Simon Batty, HR Manager
Paul Smith, HR Adviser
Dan Kalley, Senior Democratic Services Officer

1. Apologies for Absence

Apologies for absence were received from Councillor Lamb.

2. Declarations of Interest

There were no declarations of interest.

3. Shared Management Proposals

The Chief Executive introduced a report on the Shared Management Proposals with Cambridgeshire County Council. The Committee were informed that recommendation 3 of the report would be deferred to the meeting on 23 June 2017, so that all appointments were made at the same stage.

Members of the Committee were informed that the proposals for shared management sought to achieve helping a wider public service reform in social care, education and community and safety. By approving these recommendations it would reduce the duplication of work across both Councils. Ultimately these services would provide better services for the citizens of Peterborough and Cambridgeshire. Furthermore the proposals were supported by officers across both organisations who were excited by the opportunity to affect significant changes across the services.

The Corporate Director, People and Communities stated that she had spoken to all parties affected by the proposals and the feedback had been positive, especially in relation to being able to make decisions quicker and more efficiently.

The Chief Executive commented that risks and assurances had been investigated thoroughly and put forward to members of the Committee. These proposals had been examined by Dr Russell Wate, who confirmed that the proposals were secure and that the proposal was achievable.

In relation to a perceived lack of sovereignty over these services, the Committee were informed that the Council already operated a number of shared services with other local authorities and these were running effectively. However, there may not be areas that each authority would want joint up working, which each local authority could decide to carry out work differently to the other. Each Shared Director would be appointed on a loan arrangement which was to include a termination clause if the arrangements did not work.

In response to questions from the Committee the Chief Executive responded as follows:

- Different arrangements at local authorities would not be affected by these proposals, each authority had the opportunity to follow their political agenda.
- If the proposals were not agreed then the potential savings of £200k per annum wouldn't be met.
- With regards to Dr Russell Wate, he was a leading expert and independent chair of the safeguarding board and was an expert in this area.
- A robust recruitment process was required as the jobs were demanding in nature and it was essential that the right staff were recruited.
- Both Peterborough and Cambridgeshire had a pool of talented individuals capable of carrying out the shared director posts, it was essential that the Council recognised this to avoid having to recruit less able staff from outside the organisation.

The Corporate Director People and Communities stated that strategic management focused more on looking outward rather than inward. It was essential to look at potential outcomes and how that areas needs might best be met.

RESOLVED: (4 for, 1 against, 1 abstainee)

That the Committee:

- 1) note the feedback to the Shared Management Proposals;
- 2) agree to defer the recommendation to appoint the Executive Director to 23 June meeting; and
- 3) delegate authority to finally approve the job descriptions to the Chief Executive in consultation with the Chairman of Employment Committee.

Chair
10:00am – 10:34pm

**MINUTES OF A MEETING OF THE EMPLOYMENT COMMITTEE
HELD AT THE GEORGE HOTEL, HUNTINGDON ON 23 JUNE 2017**

Members Present: Councillors Holdich, Smith, Lamb, Walsh, Jamil, Johnson and Davidson

Officers Present: Gillian Beasley, Chief Executive
Mandy Pullen, Assistant Director HR and Organisational Development
Dan Kalley, Senior Democratic Services Officer

1. Apologies for Absence

Apologies for absence were received from Councillors Nadeem and Khan.

Councillor Smith substituted for Councillor Nadeem and Councillor Johnson substituted for Councillor Khan

2. Declarations of Interest

There were no declarations of interest.

3. Exclusion of the Press and Public

In accordance with Standing Orders, the Committee was asked to determine whether item 4 'Appointment to Shared Senior Management Posts across Childrens, Family, Adults and Education and determination of salary, which 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 they were discussed, or whether the public interest in disclosing this 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.

4. APPOINTMENT TO SHARED SENIOR MANAGEMENT POSTS ACROSS CHILDREN'S, FAMILY, ADULTS, EDUCATION AND DETERMINATION OF SALARY

As agreed at agenda item 3, the meeting moved into exempt session.

The Chief Executive introduced the item and the Committee agreed to make permanent (loan) the appointment of Wendi Ogle-Welbourn to the position of Corporate Director: People and Communities within Peterborough City Council. Members were informed that this loan arrangement would need to be approved by delegated authority to the Chief Executive.

At this point Members from Cambridgeshire County Council's Staffing and Appeals Committee and the Corporate Director: People and Communities joined the meeting to interview for the positions of:

- Service Director – Childrens Services
- Service Director – Adult Services
- Service Director – Education
- Service Director – Community and Safety
- Service Director - Commissioning

One Candidate was interviewed for each position.

RESOLVED: That

- 1) The appointment of Wendi Ogle-Welbourn to the position of Corporate Director: People and Communities be made permanent on a loan arrangement to be agreed by delegated authority to the Chief Executive;
- 2) Peterborough City Council appoint Patrick Lucien (Lou) Williams as Service Director for Childrens Services;
- 3) Peterborough City Council appoint Adrian Chapman as Service Director for Community and Safety;
- 4) Peterborough City Council agree to enter into a loan agreement with Cambridgeshire County Council to share Charlotte Black, Service Director for Adults and Will Patten, Service Director for Commissioning; and
- 5) No appointment to be made to the position of Service Director Education.

Chair
09:00am – 16:00pm

EMPLOYMENT COMMITTEE	AGENDA ITEM No. 5
31 OCTOBER 2017	PUBLIC REPORT This report contains an exempt Annex, not for publication, by virtue of Paragraph 4 of Schedule 12A of Part 1 of the Local Government Act 1972.

Cabinet Member responsible:	Councillor Lynne Ayres, Education, Skills and University	
Contact Officer:	Wendi Ogle - Welbourn (Corporate Director People and Communities)	Tel: 863749

APPOINTMENT TO SHARED SENIOR MANAGEMENT SERVICE DIRECTOR, EDUCATION.

1. ORIGIN OF REPORT

- 1.1 This report is submitted to the Committee following the need to recruit on a permanent basis to the post of Shared Service Director - Education between Peterborough City Council and Cambridgeshire County Council.
- 1.2 The exempt annex to this report contains the information required by Employment Committee to determine the appointment.

2. PURPOSE AND REASON FOR REPORT

- 2.1 From an initial recruitment and selection process undertaken by Corporate Director: People and Communities, Employment Committee are requested to interview and consider a recommendation to appoint to the role of Shared Service Director - Education.
- 2.3 This report is for the Committee to consider under its Terms of Reference:
 - No. 2.3.1.1 'To appoint Directors and Heads of Service, and determine terms and conditions of employment'.
 - No. 2.3.1.6 'To promote and pursue a policy of equal opportunities in employment'

3. REASONS FOR EXEMPTION

- 3.1 The attached report is NOT FOR PUBLICATION in accordance with paragraph 4 of Schedule 12A of Part 1 of the Local Government Act 1972 in that it contains 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. The public interest test has been applied to the information contained within the exempt report and it is considered that the need to retain the information as exempt outweighs the public interest in disclosing it.

This page is intentionally left blank

By virtue of paragraph(s) 4 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank