



**MINUTES OF THE EXTRAORDINARY EMPLOYMENT COMMITTEE MEETING
HELD AT 3.30PM ON
1 DECEMBER 2022
BOURGES/MIERSEN ROOM, TOWN HALL, PETERBOROUGH**

Committee Members Present: Councillors Jamil (Chair), Alison Jones (Vice-Chair), Fitzgerald, Ayres, Coles, Tyler and Wiggin.

Officers Present:

Matt Gladstone	Chief Executive
Dan Kalley	Senior Democratic Services Officer
Mandy Pullen	Assistant Director HR and Development
Lisa Brightey	Policy, Reward and Compliance Manager
Sarah Spendelow	Senior HR Business Partner

Also Present: Councillor Lynne Ayres Cabinet Member for Children's Services, Education, Skills and the University

17. APOLOGIES FOR ABSENCE

There were no apologies for absence.

18. DECLARATIONS OF INTEREST

No declarations of interest were received.

19. EXCLUSION OF THE PUBLIC AND PRESS

In accordance with Standing Orders, the Committee was asked to determine whether item 4 'People's Services Options paper and Structure Proposal and Item 5 Finance Structure Proposal and Recruitment of Deputy Chief Officers as defined by Paragraph 1, 2 and 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 they were discussed, or whether the public interest in disclosing this information outweighed the public interest in maintaining the exemption.

The Committee resolved (**unanimous**) to agree the exclusion of the press and public for agenda item 4 and 5.

20. PEOPLE'S SERVICES OPTIONS PAPER & STRUCTURE PROPOSAL

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

RESOLVED:

The Employment Committee **RESOLVED** (unanimous) to:

- a) Consider and approve the proposals for separation as set out in the report and authorise the Chief Executive to commence statutory consultation with the affected employees.
- b) Confirm that the current acting up arrangement for the substantive shared Director of Adults and Safeguarding as shared Executive Director of People Services will continue for the duration of this review as previously agreed, until her departure date on 21st February 2023 to focus on these proposals and lead Adult Services and Commissioning.
- c) Delegate authority to the Chief Executive to commence the executive search and selection process for an Executive Director for Children and Young People's Services (Statutory Director of Children's Services) and an Executive Director for Adults Services, (Statutory Director of Adult Social Services) for Peterborough County Council.
- d) Delegate authority to the Chief Executive, in consultation with the Cabinet Member for Adult Social Care, Health and Public Health, to put in place arrangements including the appointment of an interim Executive Director for Adults Services (Statutory Director of Adult Social Services).

21. **FINANCE STRUCTURE PROPOSAL AND RECRUITMENT OF DEPUTY CHIEF OFFICERS**

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

RESOLVED:

The Employment Committee **RESOLVED** (unanimous) to:

- 1) Note the position in respect of the Finance restructure proposal
- 2) Approve that recruitment commences for the two proposed Service Director Posts (s151s).

22. **EQUALITY MONITORING REPORT**

At this point the meeting moved back into public session.

The Policy, Rewards and Compliance Manager introduced the report and stated that there had been some small errors in the report namely:

- In paragraph 4.5 the sentence was to read, '*We therefore wanted to enable our staff....*' rather than '*unable....*'
- In paragraph 4.6 to avoid confusion it should read '*90.42% of female staff were working on a permanent contract with 88.92% of male staff working on a permanent contract.*'

With regards to the ethnic make-up of employees the actual number had grown from 113 in March 2018 to 152 in March 2022. The current trend moved towards the local population census 2011 breakdown. The next equality monitoring report would be using data from the 2021 census.

The number of staff with a declared disability had reduced to 30, although this was a

slight decrease from March 2021 this was because there had been an increase in the number of disabled staff resigning from the Council.

The Council was working hard to attract younger people into the organisation and improve the overall balance of the workforce.

The Employment Committee raised a number of questions and comments

- A number of graphs and charts could be produced to explain more easily some of the data contained in the report. This could also focus on the key data that members should be aware of.
- Members were informed that when the final report was published on the website it would include a number of graphs and more streamlined data.
- Discussions were underway with the university to try and engage students to work for the Council. On the other end of the spectrum the Council was working at encouraging those who were closer to retirement to take up opportunities at the Council.
- There were some errors on the report as the data referred to March 2022 and not March 2021.
- Officers agreed to look in depth as to the reasons why there had been an increase in the number of disabled staff who had left the Council over the course of the past year.

RESOLVED:

The Employment Committee **RESOLVED** (unanimous) to:

- 1) Note the results of the Equality Monitoring Report

Chairman
1 December 2022
3.30pm - 4.18pm