

## **EMPLOYMENT COMMITTEE**

**TUESDAY 25 APRIL 2023**

**1.30 PM**

**Members Lounge - Town Hall**

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

To resolve that the press and public be excluded from the meeting on Item 4, Place and Economy Structure Proposal and the Recruitment of three Deputy Chief Officer Posts and Item 5, Appointment to Deputy Chief Officer and Determination of Salary on the grounds that the items contains exempt information under Paragraph 1, 2 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972, as amended, and that it would not be in the public interest for this information to be disclosed (Information relating to an individual and negotiations in connection with a labour relations matter arising between the authority and employees or office holders of the authority).

**4. Place and Economy Structure Proposal and the Recruitment of 3 Deputy Chief Officer Posts** **3 - 4**

**5. Appointment to Deputy Chief Officer and Determination of Salary** **5 - 6**



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*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. In the event of a continuous alarm sounding remain seated and await instruction from the duty Beadle*

### **Recording of Council Meetings**

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<http://democracy.peterborough.gov.uk/documents/s21850/Protocol%20on%20the%20use%20of%20Recording.pdf>

### **Committee Members:**

Councillors: M Jamil (Chair), W Fitzgerald, Wiggan, Allen, Tyler, Jones (Vice Chairman) and Coles

Substitutes: Councillors: Hogg and Hemraj

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

<b>EMPLOYMENT COMMITTEE</b>	AGENDA ITEM No. 4
<b>25 April 2023</b>	<b>PUBLIC REPORT</b> <b>This report contains an exempt Annex, not for publication, by virtue of Paragraph 1, 2 and 4 of Schedule 12A of Part 1 of the Local Government Act 1972.</b>

Report of:	Adrian Chapman, Executive Director Place and Economy	
Cabinet Member(s) responsible:	Cllr Marco Cereste, Cabinet Member for Climate Change, Planning, Housing and Transport Cllr Steve Allen, Deputy Leader and Cabinet Member for Communication, Culture and Communities	
Contact Officer:	Adrian Chapman, Executive Director Place and Economy	Tel: 07952 096424

**PLACE AND ECONOMY STRUCTURE PROPOSAL AND THE RECRUITMENT OF 3 DEPUTY CHIEF OFFICER POSTS**

**1. ORIGIN OF REPORT**

- 1.1 This report is submitted to Employment Committee following the appointment of the Executive Director Place and Economy in September 2022 and the need to move to a fully integrated directorate of services. The structure addresses where the directorate has excess levels of senior management and the need to streamline.
- 1.2 The creation of the new Place and Economy directorate presents huge opportunities to achieve the best outcomes possible for our residents, to deliver growth, regeneration, and economic development.
- 1.3 The purpose of this report is to provide Employment Committee with details of the proposed Place and Economy senior leadership structure and to seek approval to recruit 3 Deputy Chief Officer posts: Service Director Growth and Regeneration, Service Director Infrastructure and Environment and Service Director Housing and Communities.

This report is for Employment Committee to consider under its Terms of Reference No. 2.3.2.5:

To consider, and recommend appropriate actions where necessary in response to, executive proposals relating to:

changes within a Department's/Division's structure which involve substantial changes in the responsibilities of first and second tier posts;

**3. REASONS FOR EXEMPTION**

- 3.1 The attached report is NOT FOR PUBLICATION in accordance with paragraph 1,2 and 4 of Schedule 12A of Part 1 of the Local Government Act 1972 in that it contains information

relating to individuals or the possible identification of individuals as well as 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.

<b>EMPLOYMENT COMMITTEE</b>	AGENDA ITEM No. 5
<b>25 April 2023</b>	<b>PUBLIC REPORT</b> This report contains an exempt Annex, not for publication, by virtue of Paragraph 1, 2 and 4 of Schedule 12A of Part 1 of the Local Government Act 1972.

Report of:	Adrian Chapman, Executive Director Place and Economy	
Cabinet Member(s) responsible:	Cllr Marco Cereste, Cabinet Member for Climate Change, Planning, Housing and Transport Cllr Steve Allen, Deputy Leader and Cabinet Member for Communication, Culture and Communities	
Contact Officer:	Adrian Chapman, Executive Director Place and Economy	Tel: 07952 096424

## **APPOINTMENT TO DEPUTY CHIEF OFFICER AND DETERMINATION OF SALARY**

### **1. ORIGIN OF REPORT**

This report is submitted to the Committee following the need to recruit to the role of Service Director Housing and Communities.

### **2. PURPOSE AND REASON FOR REPORT**

- 2.1 Employment Committee are requested to interview and consider an appointment from an internal applicant who is at risk of redundancy.

If Employment Committee determine that the candidate is appropriate for the role, Employment Committee are also requested to consider the appropriate salary determination within the Council's senior manager Hay pay structure.

- 2.2 This report is for the Committee to consider under Peterborough City Council's Constitution, Officer Employment Procedures Rules: Part 4, section 9:

### **5. APPOINTMENT OF DEPUTY CHIEF OFFICERS**

### **3. REASONS FOR EXEMPTION**

- 3.1 The attached report is NOT FOR PUBLICATION in accordance with paragraph 1,2 and 4 of Schedule 12A of Part 1 of the Local Government Act 1972 in that it contains information relating to individuals or the possible identification of individuals as well as 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.

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