

**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