

**MINUTES OF THE EXTRAORDINARY EMPLOYMENT COMMITTEE MEETING
HELD AT 5PM ON
17 SEPTEMBER 2020
VIA ZOOM CONFERENCE**

Committee Members Present: Councillors Brown (Chairman), Holdich (Vice-Chairman), Jamil, Yurgutene and Wiggin.

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

9. APOLOGIES FOR ABSENCE

Apologies for absence were received from Cllr Fitzgerald

10. DECLARATIONS OF INTEREST

No declarations of interest were received.

11. MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 17 June 2020 were agreed as a true and accurate record.

12. DIRECTOR OF RESOURCES

The Employment Committee received a report in relation to the appointment of the Corporate Director Resources and S151 Officer on a permanent basis.

The purpose of the report was for the committee to consider and comment on the proposed job description and remuneration package.

The Chief Executive introduced the report and stated that this was a key role within the Council. The role involved stewardship and ownership of the Council's finances. Members were informed that following a senior leadership restructure in 2018 it was vital that this role was not a shared role with Cambridgeshire County Council. Since the resignation of the previous post holder in 2017 the role had been filled on a temporary basis. However it was now the right time to go out to advertise for the role on a permanent contract. The financial challenges faced by the Council meant it was now more important than ever to have the role filled on a permanent basis. Members were informed that the only person within the Council who could stop any expenditure was the Corporate Director of Resources which was a statutory duty to ensure the Council was delivering a balanced budget. A program around recruitment to the role was already in place and the Employment Committee would interview candidates and recommend to

Full Council as appropriate. This process was to be completed by the end of the year as this would need to go to Full Council in December.

The Assistant Director HR & Organisational Development stated that the job description had been evaluated through the Hay national job evaluation scheme, which had been used for previous chief officer roles. The role was deemed to be a band three role and the remuneration package was £110,175 up to £134,659, which contained five spinal column points. There was a saving of around £30,000 which would be made by the Council.

The Employment Committee debated the report and in summary, key points raised and responses to questions included:

- In terms of the salary officers had looked at what other authorities had been offering for the same position. The Hay's scheme looked at the duties that sat within the job description and many other Council's had used equal pay evaluation schemes.
- The Council was to be assisted in recruiting to the role by the Local Government Association and would help with the technical aspects of the interviews. The view was that Peterborough would be an attractive job for Finance Directors and a number of potential candidates had been identified.

The Employment Committee considered the report and **RESOLVED** (unanimously) to:

1. Consider the proposed job description for Director of Resources & s151 Officer for approval, making any necessary proposals for changes and, if required, delegating authority to finally approve the job description to the Chief Executive in consultation with the Chairman of Employment Committee
2. Approve the remuneration band for the Director of Resources & s151 Officer

Chairman
17 September 2020
5:00-5:15pm

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