

Decisions of the Remuneration Committee

13 October 2014

Members Present:-

Councillor Richard Cornelius (Chairman)
Councillor Daniel Thomas (Vice-Chairman)

Councillor Alison Moore Councillor Joan Scannell
Councillor Barry Rawlings

1. MINUTES OF LAST MEETING

RESOLVED – The Remuneration Committee agreed to amend the draft minutes prior to their approval and added the following ‘and report to the next meeting’. The sentence therefore reads:

- *‘...The Head of Paid Service, Directors or Assistant Directors must consult with the Chairman of the Remuneration Committee and report to the next meeting.’*

Having made the amendment the Committee approved the minutes of the meeting held on 25 March 2014 as a correct record.

2. ABSENCE OF MEMBERS (IF ANY)

All members were present.

3. DECLARATION OF MEMBERS' DISCLOSABLE PECUNIARY INTERESTS AND NON PECUNIARY INTERESTS (IF ANY)

Cllr Rawlings declared a Non-Pecuniary interest that Cllr Rawlings is a member of UNISON.

4. REPORT OF THE MONITORING OFFICER (IF ANY)

There was no report.

5. PUBLIC QUESTION TIME (IF ANY)

There were no questions.

6. MEMBERS' ITEMS (IF ANY)

There were none.

7. COMMISSIONING RESTRUCTURE AND ASSOCIATED SHARING ARRANGEMENTS

The Chief Executive introduced the Commissioning Restructure and associated sharing arrangements report. He informed the Committee that the proposals highlighted within the report are necessary in order to implement the Commissioning and Senior

Management Restructure which was approved at the General Functions Committee of 13th October 2014.

During the deliberation, the Committee requested that the vacant Monitoring Officer post must be filled by a legally qualified person. The Committee further requested that this detail be captured within a suitable report at a future meeting.

RESOLVED:

- That the Remuneration Committee agreed the remuneration levels of the roles within the new structure as graded through the Hay grading model.
- That the Remuneration Committee agreed the approach to appointing to each of the new roles, given consideration to the Council's duty to mitigate redundancies and ensuring consistency across the roles to ensure equality. The recommended approach to each role is set out below:
 - The Commissioning Director (Children and Young People) with the statutory designation as Director for Children's Services be recruited through external advert using a suitable external agency. Details of which will be provided at the Remuneration Committee on 11th November 2014.
- That the Remuneration Committee note that under Article 25 of the Council's Constitution (HR Regulations) officers below chief officer designation are the responsibility of the Head of Paid Service (Chief Executive).
- That the Remuneration Committee note the Chief Executive's intention to Conduct an internal process for the appointment to Commissioning Directors for Growth & Development and Environment and to the Head of Communications and Marketing. Should no appointment be made, the appointment process will be undertaken externally.

8. MOTION TO EXCLUDE THE PRESS AND PUBLIC

The Chairman noted legal guidance and stated that the exempt report should be within the public domain, which the Committee agreed.

RESOLVED – That the exempt report was made public and the remaining part of the meeting be held in public.

9. COMMISSIONING RESTRUCTURE AND ASSOCIATED SHARING ARRANGEMENTS

The Remuneration Committee note the contents within the report and therefore the following was RESOLVED:

That the following are **appointed to** the following to chief officer positions:

1. Kate Kennally as Strategic Director for Commissioning by means of assimilation to the role arising from a match from her current duties and remuneration, and no other employee with a potential match to this role.

2. Dawn Wakeling as Commissioning Director (Adults and Health) by means of assimilation to the role arising from a match from her current duties and remuneration and designation as statutory Director for Adult Social Services (DASS) following amendments to her existing role and the retention of the statutory designation.

And the Remuneration Committee **NOTE** that under Article 25 of the Council's Constitution (HR Regulations) officers below chief officer designation are the responsibility of the Head of Paid Service (Chief Executive). In respect of deputy chief officers, the Chief Executive will consult with the Chair of the Remuneration Committee at the time of the appointment, and report to the next available Remuneration Committee any such appointment and remuneration. To this end, the Chief Executive notifies the Remuneration Committee of his intention to appoint Stephen Evans as Director for Strategy, as assimilation from his substantive role as Assistant Director, Strategy within the terms set out in the pay and grading agreed by this Committee.

10. ANY ITEM(S) THE CHAIRMAN DECIDES ARE URGENT

There were none.

The meeting finished at 20:55