

## **SPECIAL COMMITTEE**

**MONDAY, 31 OCTOBER 2011**

**PRESENT:-** Councillors Roderick Bluh (Chair), Mark Dempsey, Jim Grant, Brian Mattock, David Renard, Stan Pajak and Russell Holland (Deputy).

An apology for absence was received from Councillor Garry Perkins (Vice-Chair).

### **14. Declarations of Interest**

The Chair reminded Members of the need to declare any known interests in any matters to be considered at the meeting.

### **15. Minutes**

Resolved – That the minutes of the meeting held on 4<sup>th</sup> August 2011 be confirmed and signed as a correct record.

### **16. Public Question Time**

No public questions were asked under Standing Order 28.

### **17. Adjustment to Stronger Together Organisational Structure**

The Leader of the Council and the Chief Executive submitted a joint report concerning proposed changes to the “Stronger Together” Tier 1 and Tier 2 structure, as outlined in the Council report of 21<sup>st</sup> July 2011 (Minute 22 of the Council refers) as a consequence of recommendations made in respect of Tier 1 appointments by the Chief Officer Appointments Sub-Committee on 29<sup>th</sup> September 2011.

The Chair, the Chief Executive and the Head of HR commented on the reasons behind the decisions taken by the Chief Officer Appointments Sub-Committee and the implications for the proposed Stronger Together organisational and management structure.

The Chief Executive reported that details of the appointments and the proposed changes to the Stronger Together Tier 1 and Tier 2 structure had been communicated to all Council staff. The Head of HR confirmed that she and the Director of Law and Democratic Services were confident that the correct procedures had been followed during the recruitment process in terms of the Council's Constitution and employment law. She confirmed that no formal concerns or feedback had been received following the decisions made by the Appointments Sub-Committees.

The Chief Executive commented on the progress being made in identifying the savings in management costs required by April 2013. He also agreed to provide Councillors with more detailed information on the roles and responsibilities within the new organisation structure as these were further developed and refined in forthcoming weeks. He recognised that whilst job descriptions were available these did not necessarily clarify for Members the new relationships between tiers and teams within the new structure and the services they would deliver.

Resolved – That the Special Committee, on behalf of the Council: -

- Approves the changes to the Council's Stronger Together Organisational Model and Management Tier 1 and Tier 2 Structure, as referred to in paragraphs 2.5 to 2.12 of the joint report, and as recommended by the Chief Officer Appointments Sub-Committee on 29<sup>th</sup> September 2011, with the revised structure to be implemented by 1 April 2012.
- Notes and endorses the appointments made by Chief Officer Appointments Sub-Committee on 29<sup>th</sup> September 2011.
- Authorises the Director of Law and Democratic Services to amend the Council's Constitution accordingly.