

## **EMPLOYMENT COMMITTEE**

MINUTES OF THE MEETING of the Special Employment Committee held on Tuesday 16 December 2014 at 8.00am in Conference Room K, Civic Offices, Portsmouth.

(NB These minutes should be read in conjunction with the agenda and reports for the meeting which can be found at [www.portsmouth.gov.uk](http://www.portsmouth.gov.uk).)

### **Present**

Councillor Donna Jones (Chair)  
Councillor Luke Stubbs (Vice-Chair)  
Councillor John Ferret  
Councillor Hugh Mason (deputising for Councillor Lynne Stagg)  
Councillor Darren Sanders  
Councillor Gerald Vernon-Jackson

### **Officers Present**

David Williams, Chief Executive  
Julian Pike, Deputy Head of Finance & s151 officer  
Julie Barratt, Assistant Head of HR - operational  
Rochelle Brown, HR Business Partner  
Shaun Tetley, Payroll and Pensions Manager  
Peter Baulf, Assistant City Solicitor, Litigation, Enforcement and Advocacy.

### **36 Apologies for Absence**

Apologies for absence were received from. Councillor Lynne Stagg and Councillor High Mason deputised for her. He advised that he was likely to have to leave the meeting early to attend another meeting at which he was due to speak.

### **37 Declarations of Members' Interests**

There were no declarations of members' interests.

## **38 Senior Management Structure**

(TAKE IN REPORT)

Councillor Donna Jones welcomed everyone to the meeting and said that it may be necessary for the meeting to move into exempt session at some stage depending on matters under discussion.

The Chief Executive then introduced his report. He drew Members' attention to paragraphs 3.2, 3.3 and 3.4 of the report. He said that Members considered that to reduce costs, further reductions in senior management were needed. However, there would be no reduction in the requirements and obligations resting with PCC. Many avenues would need to be explored in order to reduce costs and dependency on council services and this would require very senior leadership for example to engage with our Health Partners. He said that the Council faces a far greater financial challenge than the potential savings achievable from senior management reductions alone. He said that paragraph 4.1.2 of the report sets out roles that the Council has to have but that subject to safeguards and review, these roles can be shared. He said that he would not recommend a further reduction in the number of Director posts. There was a need to ensure that PCC had enough capacity at a senior level to enable safe delivery of "critical risk" services and to ensure its obligations and responsibilities were met. The council must also ensure that it can offer the support services necessary to enable the front-line services to deliver as efficiently as possible and meet the standards of accountability, democracy, transparency and prudence demanded of it.

The Chief Executive outlined the structure he had recommended in the report (Appendix B) which would reduce the number of senior manager posts by four. Paragraph 4.3.6 indicates how the number of "Performance" Heads of Service could be reduced from 5 to 2 in order to secure the savings sought by Members. Section 5 of the report sets out the process to be followed should the proposed structure be adopted, section 7 sets out the Legal Implications and section 8 sets out the comments from the Head of Financial Services. The Chief Executive explained that Appendix A set out the current senior management structure, Appendix B sets out the proposed senior management structure, Appendix C provides an analysis of impact to existing Head of Service posts, Appendix D sets out the consultation process and Appendix E sets out the timeline.

The Chief Executive said that the conclusions are set out in paragraph 9 of the report and recommended that members accept the proposals.

The Chair thanked the Chief Executive for his report and said that she had an amendment to put forward. Whichever version went forward, the proposals would go out to consultation on 22 December. It was anticipated that a special meeting of Employment Committee would then be arranged during February to formally agree the structure.

During discussion, the following matters were clarified

- The Chief Executive was asked about the merit of keeping all of the Directors given the high quality of Heads of Service? The Chief Executive said that three Director posts had to be kept because of statutory guidance. Two of those had already been merged. The City Solicitor and Monitoring officer post oversees all support services and the Chief Executive believed that was advantageous for corporate governance. The Monitoring officer and s151 officer have to be different people and the Chief Executive is not permitted to carry out those roles as well as his own. The Chief Executive pointed out that the tabled structure comprised more layers than either the existing structure or his proposal.

With regard to the Director for Regeneration, the Chief Executive said a great deal of high profile work was going on in this area and PCC has set a lot of store by this. The work encompassed a wide spectrum of activities from infrastructure through to skills and employability. These areas were covered by a number of Heads of Service and the Council had successfully engaged with the LEP, local businesses and PUSH as a result of the cooperation among these services. The Chief Executive felt that not having a director overseeing this work may be unhelpful especially when engaging with those outside the organisation and attracting funding and investment into the city.

A general discussion then took place about there being various permutations in local authorities concerning the senior management structure and the terminology used to describe the posts, but that there was a requirement for a director of Children's Services, Adults' Services and Public Health.

### **39 Exclusion of Press and Public**

It was proposed by Councillor Donna Jones and seconded by Councillor Darren Sanders that under the provisions of Section 100A of the Local Government Act, 1972 as amended by the Local Government (Access to Information) Act, 1985, the press and public be excluded for the consideration of the following items on the grounds that the reports contain information defined as exempt in Part 1 of Schedule 12A to the Local Government Act, 1972

(Under the Local Authorities (Executive Arrangements) (Meetings and Access to Information) England Regulations 2012, regulation 5, the reasons for exemption are shown below.

Paragraphs 1,2,3 and 4

1. Information relating to any individual

2. Information that is likely to reveal the identity of an individual
3. Information relating to the financial or business affairs of any particular person (including the authority holding that information)
4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a minister of the crown and employees of, or office holders under, the authority.

**RESOLVED that the meeting move into exempt session.**

A discussion took place in exempt session about the proposals put forward by Councillor Jones which considered

- Terminology
- Reporting lines
- Feasibility of the proposals and potential implications
- Practicalities such as timing issues.

The meeting adjourned at 9.15am to allow members time to read and discuss the amendment proposed by Cllr Jones.

The meeting resumed at 9.50am.

Following further discussion in exempt session to clarify the proposals and to further consider potential implications, it was

proposed by Councillor Donna Jones and seconded by Councillor Gerald Vernon-Jackson that the meeting move back into open session.

**RESOLVED that the meeting move into open session.**

The Committee agreed that the amendment (as attached) including subsequent minor revisions be adopted.

**RESOLVED that the amendment attached to these minutes be adopted.**

**40 Date of Next Meeting**

The date of the next scheduled meeting is 6 January 2015 at 12.15pm.

The meeting concluded at 9.50am.

Chair.....  
Councillor Donna Jones