

DRAFT MINUTES PENDING CONFIRMATION AT THE NEXT MEETING

BATH AND NORTH EAST SOMERSET

RE-STRUCTURING IMPLEMENTATION COMMITTEE

Thursday, 15th January, 2015

Present:- Councillor Paul Crossley in the Chair
Councillors John Bull, Paul Crossley, Dave Laming and Tim Warren

1 APOLOGIES FOR ABSENCE

There was none

2 EMERGENCY EVACUATION PROCEDURE

The Senior Democratic Services Officer read out the procedure

3 DECLARATIONS OF INTEREST

There was none

4 TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIR

There was none

5 MINUTES OF PREVIOUS MEETING - 11TH NOVEMBER 2013

The Minutes of the previous meeting held on 13th November 2013 were approved as a correct record and signed by the Chair

6 QUESTIONS AND STATEMENTS

The Chair stated that there was a public speaker who wished to make a statement on the report regarding Senior Management Restructuring

Nicolette Boater made her statement which would be taken into account when considering the report on this matter (Note: A copy of the statement has been retained in the Minute Book).

7 SENIOR MANAGEMENT RESTRUCTURING

The Committee had received the report of the Chief Executive and Head of Human Resources on proposed senior management restructuring in relation to Legal and Democratic Services and on Senior Severance Payments.

The Head of Human Resources stated that, since despatch of the Agenda papers, there had been a few minor changes to the information in the report. A revised report

was therefore circulated and he explained the amendments. He stated that the reference to Appendix 4 in the report should read Appendix 3.

Members considered the revised report. In response to the specific questions raised by Ms Boater in her statement, the Chief Executive stated that the Scrutiny Officers would be retained and that the new structure recognised their statutory duties and the need to support the Policy Development and Scrutiny Panels. Councillor Dave Laming queried the availability of a report relating to a review of the Legal Service conducted in 2013. The Chief Executive replied that it was available but not made public – the content had been taken into account in making her proposals. Councillor John Bull considered that it was important that the Scrutiny Officers had a separate role with no undue influence. The Chief Executive hoped that the position would be made more robust by her restructuring proposals and that the Head of Legal and Democratic Services, when appointed, would be able to review procedures etc.

The Committee approved the recommendations in paragraphs 2.1 and 2.2 of the report and accordingly **RESOLVED** to:

- (1) Approve the organisational arrangements including the senior management structure (as outlined in paragraphs 5.10 – 5.13 and Appendix 2 of the report) including establishing a new post of Head and Legal and Democratic Services from 1st June 2015 as part of the Chief Executive’s Office; and
- (2) Agree to recommend to Council, in due course, that the person appointed to the post of Head of Legal and Democratic Services is appointed additionally its Monitoring Officer.

For the purposes of considering Appendix 3 in relation to severance payments to senior officers in the Place Directorate, the Committee decided to go into Exempt Session and accordingly:

RESOLVED that, having been satisfied that the public interest would be better served by not disclosing relevant information, and in accordance with the provisions of Section 100 (A) (4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business because of the likely disclosure of exempt information as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act, as amended.

The Head of Human Resources reported on the matter. The Divisional Director of Resources and the Strategic Director of Place responded to Members’ queries.

Members discussed the costs of redundancy of the post holder and **RESOLVED** to note the payment made.

The meeting ended at 3.30 pm

Chair(person)

Date Confirmed and Signed

Prepared by Democratic Services

