

Minutes of: **HUMAN RESOURCES AND APPEALS PANEL**

Date of Meeting: 25 June 2020

Present: Councillor T Rafiq (in the Chair)
Councillors R Caserta and T Holt

Also in attendance: Simon Bagley – Human Resources
Chloe Ashworth – Democratic Services

Public Attendance: No members of the public were present at the meeting.

HRA.56 DECLARATIONS OF INTEREST

There were no declarations of interest made at the meeting.

HRA.57 EXCLUSION OF THE PRESS AND PUBLIC

Delegated decision:

That the press and public be excluded from the meeting.

HRA.58 PLANNING AND ENVIRONMENT LAWYER - MARKET SUPPLEMENT RENEWAL

The Human Resources and Appeals Panel received a report proposing the renewal of a Market Supplement award for a further 2 years for the post of Planning and Environment Lawyer.

Reasons for the request are as follows:

- The post is a critical role for the Council's Statutory functions
- The post took a while to recruit to due to competitive rates of pay elsewhere
- Recent advertisement's for similar authorities in neighbouring areas are paid higher than the current grade
- Locums are paid a considerably higher rate than permanent employees
- To ensure the current employee does not leave due to underpayment of the role

The Panel were advised the cost of the market supplement can be covered within existing budgets.

Questions were raised on the experience of the employee, it was confirmed the current employee has the skills required to meet service requirements and had been a qualified solicitor for over eight years.

Simon Bagley, Human Resources Advisor provided an option for the Panel to consider the market supplement for 1 year as opposed to 2 as the report

suggested due to the current employment market and the issues the Council faces due to COVID-19.

Delegated decision:

That the HR and Appeals Panel approve the market supplement for the Planning and Environment Post to be reviewed in 2 years.

HRA.59 INTEGRATED NEIGHBOURHOOD STRUCTURE

The Human Resources and Appeals Panel received a report proposing a new structure which will support the transformation agenda for the five Integrated Neighbourhood Teams and will be delivered within budget with no additional funding required.

The report has been produced following a review on the Integrated Neighbourhood social work structure and Adrian Crook, Assistant Director for Adult Social Care Operations outlined the proposals.

The panel were advised that the posts proposed to be deleted are vacant posts and that the new proposal will support the neighbourhoods to cover all localities.

Delegated decision:

That the HR and Appeals Panel approve for consultation on the proposed changes to commence.

HRA.60 DEPARTMENT OF OPERATIONS TOP TIER MANAGEMENT RESTRUCTURE

The Human Resources and Appeals Panel received a report outlining a proposal to restructure the Department of Operations – Top Tier of Management.

Donna Ball, Executive Director of Operations set out the degree of transformational change expected in the Operations Department over the next 3-5 years. It was advised that the new structure would create 3 new posts:-

- Assistant Director of Operations Strategy (approval granted via HR & Appeals Panel on 27/2/20)
- Head of Corporate Landlord
- Head of Commercial Services

There has also been amendments to 7 posts to reflect a growth in roles and additional responsibility.

Furthermore the proposal sets out for 5 roles to be deleted.

Delegated decision:

That the HR and Appeals Panel approve the process of changing the structure for the Department of Operations.

The HR and Appeals Panel thank Lorraine Chamberlin for her hard work during her employment at Bury Council and more recently for her time over the COVID-19 pandemic.

COUNCILLOR T Rafiq
Chair

(Note: The meeting started at 1pm and ended at 1.32pm)