

Minutes of: EMPLOYMENT PANEL

Date of Meeting: 20 April 2022

Present: Councillor T Rafiq (in the Chair)
Councillors R Bernstein, S Butler, T Holt, T Pickstone

Also in attendance: Councillor E O'Brien – Leader and Cabinet Member for Finance and Growth, Adrian Crook – Director of Adult Social Services, Paul Lakin – Executive Director of Place, Geoff Little – Chief Executive, Sam McVaigh – Director of People and Inclusion, Kelly Barnett – Democratic Services Officer

Apologies for Absence: Councillor R Gold and Councillor J Grimshaw, Lynne Ridsdale – Deputy Chief Executive

9 APOLOGIES FOR ABSENCE

Apologies for absence are noted above.

10 DECLARATIONS OF INTEREST

There were no declarations of interest made at the meeting.

11 HEAD OF ADULT SAFEGUARDING

Adrian Crook, Director of Adult Social Care presented a report on the redesign and regrade of the post of Head of Adult Safeguarding. It was explained that Adult Services are preparing for a CQC inspection of the Adult Social Care department's safeguarding functions. Since the introduction of the Care Act 2015, the current role and job description is not accountable for the new duties placed upon Councils by government policy. A new job description has been drawn up to include these duties and the Head of Adult Safeguarding role has been re-evaluated at Chief Officer band A.

Sam McVaigh explained that the Head of Adult Safeguarding post has come through to the Employment Panel for agreement, as the post holder will directly be reporting to Adrian Crook, Statutory Director of Social Services.

It was agreed:

1. The redesign and regrade of the Head of Safeguarding (SM2) to a new Head of Adult Safeguarding role (evaluated at Chief Offer Band A) was agreed.

12 EXCLUSION OF PRESS AND PUBLIC

It was agreed:

To exclude the press and public.

13 REVISIONS TO THE BUSINESS GROWTH & INFRASTRUCTURE SENIOR STRUCTURE AND APPOINTMENT OF THE ASSISTANT DIRECTOR (REGENERATION DELIVERY)

Paul Lakin, Executive Director of Place presented a report on the revisions to the Business Growth and Infrastructure senior structure and the appointment of the Assistant Director of Regeneration Delivery. On 3 March, the Employment Panel conducted interviews for the role of Director of Regeneration and an offer of appointment was made, but unfortunately the candidate declined the offer. The rationale for the proposed restructure was due to the recruitment market being challenging for senior regeneration roles and a strong field for the Assistant Director role.

Councillor O'Brien explained that as Cabinet Portfolio Holder of Finance and Growth, he is in support of the proposed changes.

Employment Panel members were in agreement with the proposed changes to the senior structure, and the appointment of the Assistant Director of Regeneration Delivery.

It was agreed:

1. The deletion of the post of Director of Regeneration (Band F) and establishment of a second Assistant Director (Regeneration Delivery) (Band D) role, and the associated structural amendments set out in the report was agreed.
2. On the basis of the recruitment and selection activity undertaken and the recommendation of the Chief Executive and Executive Director (Place) the appointment of the candidate to the second Assistant Director (Regeneration Delivery) role was agreed.

14 URGENT BUSINESS

There was no urgent business.

COUNCILLOR T RAFIQ
Chair

(Note: The meeting started at 4.00 pm and ended at 4.15 pm)