

## **EMPLOYMENT COMMITTEE**

**1 JULY 2019**

### **PRESENT**

Councillor J. Bennett (in the Chair).

Councillors A.M. Whyte (Vice-Chair), D. Acton, M. Cordingley and R. Thompson

#### In attendance

Angela Beadsworth	Head of Workforce and Core Strategy
Bev Norton	Head of HR Business Partners
Candice Manifold	Solicitor (Commercial and Corporate)
Alexander Murray	Democratic and Scrutiny Officer

### **APOLOGIES**

Apologies for absence were received from Councillors A. Akinola, J. Holden, P. Lally and B. Rigby

#### **36. TERMS OF REFERENCE 2019/20**

RESOLVED: That the Terms of Reference for the 2019/20 Municipal Year be noted.

#### **37. MEMBERSHIP OF THE COMMITTEE 2019/20**

RESOLVED: That the Membership of the Committee for the 2019/20 Municipal Year be noted.

#### **38. MINUTES**

RESOLVED: That the Minutes of the meeting held on 25 March 2019 be approved as a correct record and signed by the Chairman.

#### **39. QUESTIONS FROM THE PUBLIC**

No questions were received for the meeting.

#### **40. REVISED CORPORATE LEADERSHIP STRUCTURE PROPOSALS**

The Head of Workforce and Core Strategy informed the Committee that the report had been brought to the meeting for them to approve or amend the proposal prior to it being sent to Council on the 17 July 2019. The Head of Workforce and Core Strategy then went through the report that accompanied the proposal. The Committee were informed that following the resignation of the previous Chief Executive the Council put in place interim arrangements which included the splitting the Children Families and Wellbeing Corporate Director into two Corporate Director posts for Children's and Adults' services and the appointment

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of a Corporate Director of Commissioning. The Council was now at a point that they needed to permanent arrangements in place so they could move forward.

The first proposal within the report was to disestablish the Corporate Director for Commissioning instead creating a joint Director of Integrated Health and Social Care Strategy for a three year period and to appoint the current Corporate Director of Commissioning to the post on a 0.6 full time equivalent basis. The post for Corporate Director of Adults' Services would take on the public health function, and the commissioning team into their portfolio. It was proposed that the position of Corporate Director of Adults' Services would receive remuneration in line with the other Corporate Leadership Positions of £116,000. As the post had been held successfully as an interim position during the past year it was proposed that an internal recruitment process would be held for this post. It was also proposed that the post of director of Public Health remuneration be set at £95,000 and the post be externally advertised. It was also proposed that the remuneration for the post of Corporate Director of Children's Services be set at £125,000 to ensure that the post would be competitive in recruitment, with an external recruitment exercise being conducted for the post.

Following the overview the Committee were given the opportunity to ask questions. One Committee Member stated their concerns regarding the Council's relationship with Trafford CCG. At one point the two organisations were almost merging together and now they seemed to be moving away from each other. The Member then asked how the relationship was moving forward and whether the relationship was likely to change again. The Head of Workforce and Core Strategy responded that one of the key elements of the Director of Integrated Health and Social Care Strategy role was to be the integration of Health and Social Care and to further develop the joint working relationship between the Council and the CCG.

Another Member asked what impact splitting the Corporate Director of Children, Families and Wellbeing into two roles would have upon staff. The Head of Workforce and Core Strategy answered that these arrangement had been in place within the Council for twelve months and she assured the Committee that the proposed changes would not impact the work of staff.

Following the Committee's questions Members noted and agreed the proposals to be recommended to Council.

#### **RESOLVED:**

- 1) That the Committee note and agree the proposals within the report.
- 2) That the Committee recommend that Council agree the proposals.

#### **41. AGENCY SPEND FOR PERIOD 1ST APRIL 2018 TO 31ST MARCH 2019**

The Head of Workforce and Core Strategy gave a brief overview of the annual report to the Committee. Members were informed that the Council had a very robust vacancy clearance process in place to ensure that agency was only used when necessary. There had been an increase in agency spend during the year

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which was the result of agency workers being brought into Children's and Adults services to meet statutory obligations, especially in light of the recent Ofsted report.

Following the overview the Committee were given the opportunity to ask questions but none were raised.

RESOLVED: That the report be noted.

**42. WORKFORCE UPDATE MAY 2019**

The Head of Workforce and Core Strategy gave a brief overview of the report that had been sent out with the agenda. A large part of the work of the Human Resources (HR) team was going through all of the Council's HR policies and making sure that they were aligned to the new EPIC values including the Health and Wellbeing strategy (EPIC You). The Council were going to launch an employee survey as a way to help measure staff member's feelings and the level of moral within the organisation. The Committee were told that there had been many positive developments in recent months including rolling out the Trafford way development programme and that Trafford were joint first with Wigan in the North West in the number of apprenticeships. The Council were looking to further develop their excellent record by utilising the apprenticeship levy to enable staff to gain additional qualifications. The Council were also working with care leavers to give them work experience within a public sector environment to see if it was a path they would like to take.

The Chair congratulated the HR team for the excellent performance of the Council in encouraging apprenticeships and stated that she hoped it would continue.

The meeting commenced at 5.20 pm and finished at 5.44 pm

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