

Meeting	Staffing Matters & Urgency Committee
Date	1 February 2016
Present	Councillors Steward (Chair), Looker and Reid (Substitute)
Apologies	Councillor Aspden

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## **Part A-Matters Dealt with under Delegated Powers**

### **64. Declarations of Interest**

At this point in the meeting, Members were asked to declare if they had any personal, prejudicial or disclosable pecuniary interests that they might have had in the business on the agenda. None were declared.

### **65. Minutes**

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 18 January 2016 be signed and approved by the Chair as a correct record.

### **66. Public Participation**

It was reported that there had been one registration to speak under the Council's Public Participation Scheme.

Andrea Dudding from UNISON spoke regarding Agenda Item 4 (Organisational Review- Senior Management Arrangements within the City of York Council). She expressed concerns at how staff had found out about the proposals for the new organisational structure and asked for greater consultation. She also questioned the use of consultants.

Finally she stated that the appointment of the Director of City and Environmental Services should be kept as interim and not permanent when the overall organisational structure was yet to be determined and that a decision on the appointment should be deferred.

## 67. Organisational Review-Senior Management Arrangements within the City of York Council

*[See also under Part B Minute]*

Members received a report which updated them on a review of senior management and the development of an organisational structure to support a future operating model in the council.

The report also sought approval to establish two Appointment Sub Committees for Chief Officer appointments and to delegate sufficient powers to those Sub Committees to enable them to conduct the recruitment process, select and appoint a Director of City and Environmental Services and a Director of Public Health, subject to the instrument NHS (Appointment of Consultants) Regulations 1996 as amended (S.I. 1996/701 as amended by S.I. 2002/2469, S.I. 2003/1250, S.I. 2004/696 and S.I. 2004/3365).

Discussion took place during which the following points were raised;

- There had been a reduction in the use of consultants within the Council.
- There was a need to recruit a full time Director of Public Health to provide stability and strategic direction for the service.
- Members wanted to be assured that there would still be capacity, expertise and skills when areas covered by what is currently the Office of the Chief Executive transferred into Directorates.

Councillor Steward apologised that the Trade Unions had not been briefed about the proposal before they were made public. He added that transformation and change needed to be embedded at the heart of every service. In regards to advertising the two posts it was agreed that these would be advertised as widely as possible.

Resolved: (i) The filling of the post of Director of City and Environmental Services on a salary scale of £89,842 to £102,766 be approved.

(ii) That the filling of the position of the Director of Public Health on a salary scale of £89,842 to £102,766 be approved.

- (iii) That these opportunities be advertised as widely as possible, including on the CYC Jobs Website and for the Director of Public Health the NHS Jobs Website and in a hard copy journal such as the Health Service Journal as well as promoting the opportunity using social media channels and public health networks.
- (iv) That an Appointments Sub Committee is established and authorised to conduct the final interviews, select a successful candidate and make an offer of employment subject to the necessary employment procedures for the Director of City and Environmental Services. This sub-committee will consist of the following members;
- Councillor Gillies
  - Councillor Levene
  - Councillor Reid
- (v) That an Advisory Appointments Committee, constituted in accordance with NHS Statutory Instruments governing recruitment to consultant level roles in the NHS is established. This Advisory Appointments Committee will consist of the following members;
- Councillor Runciman (as Chair of the Health and Wellbeing Board)
  - Councillor Doughty
  - Councillor Cannon

Reason: To allow for appointments to be made to the Director of City and Environmental Services and Director of Public Health.

## **Part B- Matters Referred to Full Council**

### **68. Organisational Review-Senior Management Arrangements within the City of York Council**

*[See also under Part A Minute]*

Members received a report which sought approval to establish two Appointment Sub Committees for Chief Officer appointments and to delegate sufficient powers to those Sub Committees to enable them to conduct the recruitment process, select and appoint a Director of City and Environmental Services and a Director of Public Health, subject to the instrument NHS (Appointment of Consultants) Regulations 1996 as amended (S.I. 1996/701 as amended by S.I. 2002/2469, S.I. 2003/1250, S.I. 2004/696 and S.I. 2004/3365).

Recommend: That Council approves a salary package for the Director of City and Environmental Services and the Director of Public Health which is in excess of £100,000, should it be necessary.

Reason: To allow for the appointments to be made.

Councillor C Steward, Chair

[The meeting started at 5.30 pm and finished at 5.55 pm].