

Meeting	Staffing Matters & Urgency Committee
Date	11 October 2018
Present	Councillors Gillies (Chair), Aspden (Vice-Chair) and Looker

### **29. Declarations of Interest**

At this point in the meeting, Members were asked to declare if they had any personal interests not included on the Register of Interests or any prejudicial or disclosable pecuniary interests that they might have had in the business on the agenda. None were declared.

### **30. Exclusion of Press and Public**

Resolved: That the press and public be excluded from the meeting during the consideration of Annex A to Agenda Item 7 on the grounds that it contains information relating to individuals and information which is likely to reveal the identity of an individual. This information is classed as exempt under paragraphs 1 and 2 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).

### **31. Minutes**

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 3 September 2018 be approved and then signed by the Chair as a correct record.

### **32. Public Participation**

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

### **33. Interim arrangements for the cover of the Assistant Director of Adult Social Care**

Members considered a report that sought approval to allow the Interim Corporate Director of Health, Housing and Adult Social Care to progress recruitment for an interim Assistant Director, Adult Social

Care without the need for an appointments sub-committee, but through either a secondment or a combination of acting up arrangements from amongst the council's existing employees, which was in line with paragraph 3.1, section 4d of the Councils constitution.

The Interim Corporate Director of Health, Housing and Adult Social Care and Head of Human Resources attended the meeting to present the report. They confirmed the current role of Assistant Director of Adult Social Care provided senior management and leadership for the following Adult Social Care service areas:

- Assessment and care management;
- Safeguarding,
- Mental Health and Learning Disabilities Provision
- Provider services.

In response to Member questions officers stated:

- 'Interim' would be until the substantive Corporate Director of Health, Housing and Adult Social Care was in post, which was estimated to be in January 2019;
- That the constitution stated a sub-committee was not necessary for an appointment where it was being made from existing officers;
- Until an internal advert was out it was difficult to know who may be interested in the role and what skill base they had. This made it challenging to make decision as the best solution to create capacity, whether that be one person or several covering the role;
- It was important to make this decision based on the skill base of those applying, rather than the practicalities of recruitment;
- Executive Members would be involved in the process in a meaningful way, as had happened previously; and
- A sub-committee would be convened for substantive appointments.

Councillor Aspden stated that there were two options to fill this role, either one person being appointed to cover the role on an interim basis, or several people taking on different parts of the role. He felt that if one person was being appointed to the role there was a strong case to convene an appointments sub-committee. He also felt that the report was too vague and too open. He stated that if Officers were not certain they could appoint one person internally with the right skills then the role should also be advertised externally.

Other Members were content that, as this was a short term appointment and the substantive Corporate Director post had already

been recruited to, it was not necessary to convene a sub-committee. Appointing internally would allow that Officer, or several Officers, to step up and develop.

Members thanked officers for their update and they agreed that appointing to this post, on an interim basis, until the secondment of the substantive post holder came to an end would ensure the Council could fulfil its duties in Adult Social Care.

Resolved: That it be approved that the Interim Corporate Director can progress the backfilling of the Assistant Director Adult Social Care, from amongst current Officers, on a temporary basis without the need for an appointment sub committee, in line with paragraph 3.1, section 4d of the constitution and that Executive Members would be involved.

Reason: To progress the appointment and reduce risks highlighted in the report in relation to this critical role.

#### **34. Changes to Membership of Committees, Joint Committees administered by other Councils, Regional Local Authority Bodies and Other Bodies**

Members noted that at the Annual Council meeting on 24 May 2018, appointments were made to committees, sub-committees and other bodies for the 2018/19 municipal year and that it was now necessary to make changes, to the membership of committees and other bodies.

Members agreed that Staffing Matters & Urgency Committee had the authority to deal with any changes or appointments to committees and other bodies, and they noted the following changes:

##### York Outer Ring Road (YORR) Lead Members Board

Cllr Cuthbertson to be appointed to this Board.

Cllr Brooks to replace Cllr Dew on this Board.

##### West Yorkshire Combined Authority - Overview and Scrutiny Committee

For clarification, Cllr Brooks is to retain her place on this committee (agreed at Annual Council on 24 May 2018) and Cllr Lisle was to be appointed as the conservative substitute on this committee.

### Quality Bus Partnership (QBP)

That the representation on the QBP be amended to one place (plus one substitute) per political group and confirmed as follows:

- Green Group – Cllr D’Agorne with Cllr Craghill as substitute
- Conservative Group – Cllr Dew with Cllr Richardson as substitute
- Lib Dem Group – Cllr Fenton with Cllr Reid as substitute
- Labour Group – Cllr Cannon with Cllr N Barnes as substitute  
*(updated at the meeting as the report stated S Barnes in error)*

Resolved: That the above changes to committees and other bodies be agreed.

Reason: In order to make appropriate appointments to the Councils Committees and Outside Bodies for the remainder of the current municipal year.

### **35. To agree to formal consultation for changes to the Council's Operating Model and the restructure of Customer and Corporate Services**

Members considered a report that requested their agreement to allow the Chief Executive to commence with formal consultation on options for key changes to the Council’s operating model and a refocusing of the Customer and Corporate Services (CCS) of the Council. They also considered the background and detailed case surrounding the proposed options for the restructure and consultation process which were contained in the business case as exempt information in the form of an annex to the report.

The Chief Executive and Head of HR attended to present the report. They informed Members that formal consultation would take place, in accordance with existing Council policies, with those staff directly affected by the proposals.

Members thanked Officers for their update and noted that the objectives of these key changes were to ensure that the Council’s Customer and Corporate Services were effective and resilient enough

to support frontline services, and were responsive enough to address future financial, governance and customer challenge to ensure the council continued to deliver improved outcomes for residents and communities.

Resolved: That the Chief Executive's proposals to consult on the proposed restructure of Customer and Corporate Services be endorsed.

Reason: To keep Members informed of this high level review, affecting statutory roles.

Councillor Gillies, Chair

[The meeting started at 2.00 pm and finished at 3.10 pm].

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