

MINUTES OF CHIEF OFFICERS EMPLOYMENT COMMITTEE MEETING - 21ST MAY 2013

Present:

Councillor Blackburn (in the Chair)

Councillors

Cain Galley Jackson Lee

1. DECLARATIONS OF INTEREST

There were no declarations of interest on this occasion.

2. MINUTES OF THE MEETING HELD ON 12TH OCTOBER 2012

The Committee agreed that the minutes of the meeting held on 12th October 2012, be signed by the Chairman as a correct record.

3. CHIEF OFFICER PAY PROGRESSION ARRANGEMENTS

The Committee considered a report regarding Chief Officer pay progression arrangements. Members were reminded that the number of Chief Officers in the Council had reduced considerably and the original grading structure for Chief Officers implemented at the time of the pay review in January 2010, had included seven grades of officer. Following recent changes there were now three grades remaining in the structure. It had been agreed at that time that a mechanism for Chief Officers to move through the grade needed to be established based on achievement of objectives. It had previously agreed that the services of the Hay Group be engaged to assist with the issues referred to. The Committee considered a report from the Hay Group with regard to these issues.

The Committee agreed:

(1) That Chief Officers should:

- ◆ Have agreed performance review targets which are built around the strategic outcomes required by the organisation and Blackpool as a locality.
- ◆ Have agreed targets and required outputs that represent the need for team working which do not encourage a silo mentality in order to achieve more pay.
- ◆ Be rewarded through consolidated pay through a grade, considering where Blackpool Council currently sit in the market in terms of base pay and in order that the system replicates the process applied to all staff in the Council.
- ◆ Move through the grade based on particular points throughout the scale as is for all other employees in the Council.
- ◆ Have their progression through the grade monitored in keeping with the yearly increments for other staff in the organisation and to avoid unnecessary bureaucracy for the Chief Executive, the process should run on a yearly cycle with a mid-year review to outline how matters are progressing.

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- ◆ Have performance feedback based on the agreed competencies expected by the Chief Executive.
- ◆ Link the process to the achievement of management competencies as they are developing through the Leadership programme.

(2) To note that the proposed reward and progression decisions will be the responsibility of the Chief Executive.

Background papers: None

4. APPOINTMENT OF HM CORONER

Members were reminded that by law, the Council had a duty to appoint the HM Coroner for the Blackpool and Fylde area and the responsibility for that had been delegated to this Committee. Following the announcement of the retirement of the current Coroner, members were informed that it was necessary to appoint a new Coroner within a three month period. The Chairman introduced Mr. Andre Rebello, who on behalf of the Coroners' Society, was in attendance to provide technical advice to the Committee. Following an application and short listing process, members were advised that six candidates had been short listed for interview.

The Committee then interviewed the six short listed applicants for the position.

The Committee agreed:

- (1) To make an offer of appointment to Alan Wilson.
- (2) That should the offer be accepted, the appointment be effective from 10th June 2013.

Background Papers: Candidates applications (exempt).

Chairman

(The meeting ended at 10:05 pm)

Any queries regarding these minutes, please contact:
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