

**NORTH LINCOLNSHIRE COUNCIL**  
**APPOINTMENT AND EMPLOYMENT COMMITTEE**

**22 November 2021**

**PRESENT:** - Councillor R Waltham MBE in the chair.

Councillors L Foster, Hannigan, Poole and Swift.

The meeting met at Church Square House, Scunthorpe.

**69     DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS AND PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS**

There were no declaration made by members.

**70     MINUTES**

**Resolved** – That the minutes of the proceedings of this committee held on 28 October 2021, having been printed and circulated amongst the members, be taken as read and correctly recorded and signed by Chair.

**71     EXCLUSION OF THE PUBLIC**

**Resolved** - That the public be excluded from the meeting for consideration of the following items (minutes 72 and 73 refer) on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended).

**72     SENIOR LEADERSHIP REVIEW**

Further to minute 68, the Chief Executive submitted a report considering the next stages of the Senior Leadership Review and appointments process (phase one). The next stages included –

- Consideration of the proposed leadership structure (at Director level)
- Remuneration of the posts within the proposed structure
- Consideration of the appointments process, and
- To approve the recruitment process of any resulting vacancies.

The report set out the proposed senior leadership structure which would ensure continued leadership of the council and orientated it towards the next phase of organisational development and transformation so that the council achieved its organisational goal of being enabling, progressive and sustainable. An analysis of a range of salaries paid to similar types of post and at comparable local councils had been undertaken and proposed single point pay grades were commensurate with current market rates when all factors had been considered. The implementation of the review would be implemented in accordance with the council's review protocol, with proposals set out in the report and its appendix. Consultation had been carried out with staff involved in phase 1 of the review and Trade Unions.

Discussions on the management structure of services below Director level

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which would form phase two of the review and associated timescales for implementation after phase one were also held with members.

**Resolved** – (a) That the proposed new leadership structure (phase one) as set out in the Appendix to the report be approved and adopted; (b) that the proposed remuneration of the posts as set out in the Chief Executive’s report be approved; (c) that in accordance with the council’s review protocol and subject to the executive notification procedure, Karen Pavey be appointed as the Director: Adults and Health with effect from 1 December 2021, Helen Manderson be appointed as Director: Economy and Environment with effect from 1 December 2021 and consideration of designation into the post of Director: Governance and Communities be carried out as soon as the vacant post of Director: Children and Families is advertised, recruited and appointed to, both to be scheduled for 17 December meeting of this Committee; (d) that phase two of the review as set out in the Appendix to the report commence as soon as phase one is completed with appropriate consultation held at a meeting of this Committee and (e) that the overall leadership structure be no more than five tier-levels as discussed, be within proposed allocated budget provision and arrangements for phase two appointments be completed by the end of January 2022.

73 **DIRECTOR OF PUBLIC HEALTH, NORTH LINCOLNSHIRE (INTERIM ARRANGEMENTS)**

Further to minute 68, the Chief Executive submitted a report seeking an extension to his delegation as Head of Paid Service previously received to extend interim arrangements as required, until such time as substantive arrangements are made for the Director of Public Health duties.

**Resolved** – (a) That the request to extend the delegation to enable the Chief Executive as Head of Paid Service to extend interim arrangements as required until substantive arrangements are made for the Director of Public Health duties be approved; (b) that an update on the interim arrangements be reported to the scheduled 17 December 2021 meeting of this Committee, and (c) that substantive arrangements for the Director of Public Health be confirmed by the end of January 2022.