

## **REPORT FROM THE EMPLOYMENT COMMITTEE CHAIR TO THE MEETING OF FULL COUNCIL ON WEDNESDAY, 20 JULY 2016**

Since my last report to Full Council, October 2016, the Employment Committee has:

**Appointment of Chief Executive** – I know it was some time ago, but following on from my last report, the Employment Sub Committee's recommendation was overwhelmingly approved by Full Council back in November.

We have had **FOUR** meetings of the Committee this calendar year to date – remember only two are ever scheduled for each year – a point again entirely ignored by the IRP. Of course as Chair I have a great deal to arrange between meetings in the current state of organisational flux.

**In January** – we were presented by the CX with **Options for the Recruitment of a Section 151 Officer and Director of Adult Social Services**. We recommended to Full Council that the Isle of Wight Council pursued reaching an agreement with another Local Authority in the purchasing of a Chief Financial Officer and Section 151 support. Full Council subsequently agreed this and as you know Mr Chris Ward from Portsmouth CC is now our Chief Financial Officer.

We also agreed that the Council should advertise for a Director of Community Wellbeing who would be designated as a Director of Adult Social Services at least pro tem (and take on other areas of responsibility from the 'Place' directorate) with a clear brief to arrange very pro-actively for a joint commissioning function with both the CCG and with (St Marys) IW NHS Trust (effectively to remove a large part of their job as fast as possible) - at which point the Director of Adult Social Services position could then be transferred to a joint position. The CX undertook to do further work on this.

**In March** – the Committee had one of our two scheduled meetings (the other being September). At this we were presented with Reports on – the ongoing staff Terms and Conditions review, the Pay Policy (which Full Council subsequently agreed), Organisational Health indicators, and other HR updates. Committee Members made appropriate comment and requests, in particular on the delivery of performance management reviews for staff.

**In April and then last Monday, 11 July** – the Committee received papers from the CX following up on the January discussion about our suggested Director of Community Wellbeing/Director of Adult Social Services.

As a consequence we are recommending to Full Council what you have before you this evening:

- Appoint a **Director of Regeneration** and related support staff for 2 years, all funded by £2m from the £17.5m Asda capital receipt

- Appoint a **Head of Place** from the three service managers in that area of work (Planning and Housing, Contract Management, Commercial Services) – the successful applicant retaining their current area of work
- **Delay any change to its existing 'Operating Model'** to ensure capacity to change. This delay will cost £6m in lost savings over the next 2 years, to be funded from the Asda capital receipt.

*NB. The use of the Asda capital receipt will be facilitated by the 'finessing' of our agreed budget for 'capital finance/debt repayment' – this year amounting to over £18m. It was something supported by the Secretary of State, as I understand it.*

We have also agreed to the appointment of a **Director of Adult Social Services** – this has been clarified as a statutory post that we cannot share with Health partners, which is already on our chief officer establishment, so does not require your approval.

*NB2. We have agreed cross-group Employment Sub Committees for the various appointments.*

We also agreed that management should continue discussions with our recognised trade unions about **further areas for the review of staff terms and conditions**, though it is recognised by most on the Committee how far our staff and unions have helped us in savings reviews to date.

Finally we have approved the **CX's Performance Objectives** for 2016-17, in agreement with the Leader. As Employment Chair I will be involved in the reviews.

Our next scheduled meeting is in September, though I am sure there will be many more meetings than that before year end and many appointment Sub-Committees.

**Councillor Geoff Lumley**  
**Chair of the Employment Committee**