

EMPLOYMENT CONDITIONS COMMITTEE

27 MARCH 2007

Present: County Councillor Stephens (Chairperson);
County Councillor Berman, Derbyshire, Jones, Salway, Sheppard,
Walker and Walsh

33 : MINUTES

The minutes of the meeting held on 20 February 2007 were approved as a correct record and signed by the Chairperson.

34 : PROPOSED WORK EXPERIENCE POLICY

The Committee received a presentation from Mark Freeman, Chief Executive Officer of Careers Wales outlining the role of Careers Wales and the support available to the Council when providing work experience placements to young people in the city.

Members were asked to consider a proposed Work Experience Policy which was intended to raise the profile of work experience placements within the Council and to provide a structural framework for its practical application.

RESOLVED – That

- (1) the proposed Work Experience Policy be approved;
- (2) an update report be provided to this Committee following 12 months of operational experience.

35 : FUNDAMENTAL OPERATIONAL REVIEW

At its meeting on 27 February 2007 Council resolved that the Chief Executive be authorised to conduct a “root and branch” review of the Council’s operations and running costs in 2007/08 (Min. No. 204). The Committee received a report from the Chief Executive outlining the process for addressing the Council’s decision

RESOLVED – That the Employment Conditions Committee notes that:

- (1) the Operational Review authorised by the Council will need to be conducted within the existing working arrangements of the Council as set out in the Corporate Plan and Budgetary Framework for 2007/08;
- (2) a review of the senior management arrangements at Corporate Director and Chief Officer level will be necessary to discharge the Council’s decisions on the Corporate Plan, the Budgetary Framework and the Operational Review with a report to be submitted to the Employment Conditions Committee in

May 2007;

- (3) the Council's senior management capacity for addressing the Corporate Plan at the same time as undertaking a fundamental Operational Review during 2007/8 will need to be supplemented by independent specialist advisers for this period only;
- (4) the appointment to any position during 2007/08 will need to be on the basis of temporarily agreed prior consideration to internal candidates with any internal appointment resulting in the deletion of a post, where this is practicable;
- (5) the cost of proposals for senior management arrangements and the specialist advisers to be contained within the budgetary framework for 2007/08.