

## EMPLOYMENT CONDITIONS COMMITTEE

17 OCTOBER 2016

Present: County Councillor Hinchey (Chairperson);  
County Councillors Bale, Magill and Walker

### 1 : APOLOGIES FOR ABSENCE

Apologies were from Councillors Chris Davis, Margaret Jones, Heather Joyce and David Rees.

### 1 : DECLARATIONS OF INTEREST

The Chair reminded Members that they had a responsibility under Article 16 of the Members' Code of Conduct to declare any interests and complete Personal Interest Forms, at the commencement of the agenda item in question.

There were no declarations of interest received.

### 3 : CHAIRPERSON

The Committee noted that the County Council at its Meeting on 26 May 2016 appointed County Councillor Hinchey as Chair of this Committee for 2016/17.

### 4 : MEMBERSHIP AND TERMS OF REFERENCE

The Committee noted that the Council at its Annual Meeting on 26 May 2016 agreed the following Membership & Terms of Reference.

#### (i) Membership

County Councillors Bale, Chris Davis, Hinchey, Margaret Jones, Joyce, Magill, David Rees and Walker.

#### (ii) Terms of Reference

(a) to consider and determine policy and issues arising from the organisation, terms and conditions of Chief Officers and Deputy Chief Officers (as defined in the Local Authorities (Standing Orders) (Wales) Regulations 2006), together with any other category of employee specified in Regulation from time to time this is necessary, subject to the approval of Council in respect of any determination or variation of the remuneration of Chief Officers.

(b) to decide requests for re-grading of Chief Officers and Deputy Chief Officers (as defined in the Local Authorities (Standing Orders) (Wales) Regulations 2006), together with any other category of employee specified in Regulation from time to time, whether by way of appeal by an employee against a decision to refuse a re-grading which are supported, subject to the approval of Council in respect of any determination or variation of the remuneration of a Chief Officer.

5 : MINUTES

The minutes of the meeting 25 February 2015 were approved as a correct record and signed by the Chairperson.

6 : ASSISTANT DIRECTOR - CHILDREN'S SERVICES

***Appendix 1 to this report is not for publication by virtue of paragraph 14 of Part 4 of Schedule 12A of the Local Government Act 1972 (descriptions of Exempt Information: Wales) and the public were excluded from the meeting during consideration of this information.***

The Committee received the Chief Executive's report outlining the current position and remuneration information for the role of Assistant Director, Children's Services. This role had been advertised on 4 separate occasions since October 2013 with limited numbers of applicants.

The Chief Executive advised that the Hay Group had undertaken in August 2016 an analysis of the market rate and benchmarking of the role of Assistant Director of Children's Services (or equivalent) and had concluded that the current salary applied in Cardiff was below the median for the level of responsibility and leadership required by the role.

The Committee also considered the information in Appendix 2 produced by the Independent Support Team which has experience of assisting Local Authorities in Wales in efforts to strengthen performance in Social Services for Children and was recommended by the Welsh Local Government Association.

The Committee considered all the findings of the independent reports; benchmarking evidence and the options set out by the Chief Executive along with the Council's current Pay Policy relating to market supplements.

As part of the discussion the Committee recognised the need for stable and good leadership within Children's Services to deal with performance; service improvements and good practice as well as dealing with service demands; partnership and collaborative working.

The Committee unanimously agreed the recommendations.

RESOLVED – That

1. the issues and evidence provided in the Chief Executive report; the Hay Group and Independent Support Team report were noted;
2. the Committee approved the market supplement for the post of Assistant Director – Children's Services at a level of 15% for a 12 month period from the date of appointment;
3. the Committee approved that the market supplement be reviewed every 12 months in consultation with the Trade Unions and as follows: -

- that an up to date assessment of the business need and an up to date analysis of the market data be considered as part of the 12 month review;
  - the Director of Social Services make a recommendation to the Chief Executive on the role concerned;
  - any decision on a further extension of the current arrangement be taken by the Chief Executive in consultation with the Cabinet Members for Corporate Services and Performance and Children's Services and Trade Unions on whether the market supplement is preserved, decreased or removed.
4. should the 12 month review recommend any increase in the percentage rate paid, this would be referred back to this Committee to approve the review process for this market supplement in accordance with the annual Pay Policy.