

## EMPLOYMENT CONDITIONS COMMITTEE

25 FEBRUARY 2015

Present: County Councillor Hinchey(Chairperson)  
County Councillors Bale, Burfoot, Walker and Walsh

Apologies: County Councillors Davis, Jones and Joyce

Also: John Gay, Independent Advisor Hay Group

### 1 : ELECTION OF CHAIRPERSON

The Committee noted that the County Council at its Meeting on 29 May 2014 had elected County Councillor Hinchey as Chair of this Committee for 2014/15

### 2 : MEMBERSHIP AND TERMS OF REFERENCE

To note that Council at its Annual Meeting on 29 May 2014 agreed the following Membership & Terms of Reference.

#### (i) Membership

County Councillors Bale, Burfoot, Davis, Hinchey, Margaret Jones, Joyce, Walker and Walsh.

#### (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.

### 3 : 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.

### 4 : MINUTES

To approve as a correct record the minutes of the previous meeting held on 19 March 2014 – AGREED.

## 5 : SENIOR MANAGEMENT REVIEW

The Committee was advised that Cabinet on 19 February 2015 agreed an amended senior management structure at Tier 1 designed to ensure that the Council could meet its budget savings as outlined in the Budget Proposals 2015/16.

The Cabinet referred to this Committee, for determination as appropriate, the matter of statements specifying the duties of the proposed new posts and any qualifications or qualities to be sought in the persons to be appointed; the terms and conditions of the new posts; and subject to Council, the remuneration for the new posts.

The Committee was provided with information on the current Tier 1 position. The salaries and terms and conditions of the current structure were approved by this Committee on 5 November 2012. As part of the report at that time a Hay senior officer remuneration report was included as an appendix but exempt from general publication. This report provided recommended salary levels which were agreed by the Committee.

The amended structure deleted the following posts:

- Director of Children's Services
- Director of Health and Social Care
- Director of Environment
- Director of Sport, Leisure and Culture
- Director of Strategic Planning, Highways & Traffic and Transportation
- County Clerk & Monitoring Officer
- County Solicitor

The structure approved by Cabinet on 19 February 2015 included the following new posts:

- Director of Social Services
- Director of City Operations
- Director of Governance & Legal Services

Following consultation with affected employees and their representatives the following roles had been identified as having no, or only minor, changes in responsibilities and therefore there would be no change for the current incumbent:

- Corporate Director Resources
- Director of Education and Lifelong Learning
- Director of Communities, Housing & Customer Services
- Director of Economic Development

Members of the Committee asked, taking into consideration this current restructure at Cardiff, if these new posts would attract external candidates, if there were possibilities of redundancies in the future.

The Chief Executive assured the Committee that Cardiff was still in a strong position to attract external candidates. The Council brand as the Capital City of Wales continued to look attractive in the current marketing position.

John Gay advised the Committee that the recommended salary position of these posts was reasonable and set around mid table. These were not aggressive packages and equitable for the public sector.

Members of the Committee were advised that the pending outcome of reorganisation of local government in Wales would not have an impact on recruitment to these posts. There was always a risk of change in the medium term and candidates would be aware of this.

**RESOLVED: The Employment Conditions Committee:**

1. Noted the new Senior Management Structure.
2. Approved the statements specifying the duties of the proposed new posts and the qualities to be sought in the persons being appointed.
3. Approved the use of the existing terms and conditions for Directors for the proposed new posts in order to align with current Director posts.
4. Recommended to Council spot salaries for the proposed three new posts of £120,000 per annum.