

## NORTHUMBERLAND COUNTY COUNCIL

### STAFF AND APPOINTMENTS COMMITTEE

At the meeting of the **Staff and Appointments Committee** held at Council Chamber, County Hall, Morpeth on Tuesday, 25 April 2023 at 11.30 am.

#### PRESENT

G Sanderson (Chair) (in the Chair)

#### MEMBERS

R Wearmouth	A Dale
B Flux	I Hunter
E Simpson	J Watson
L Grimshaw	

#### OFFICERS

S Binjal	Monitoring Officer & Interim Director of Governance
Farrell S	Director of Workforce and Organisational Development
J Willis	Executive Director for Resources & Transformation (S151)
L M Bennett	Senior Democratic Services Officer
H Paterson	Chief Executive
C Sample	Lawyer

#### 68 APOLOGIES FOR ABSENCE

Apologies were received from Councillors S. Dickinson and M. Purvis.

#### 69 MINUTES

**RESOLVED** that the minutes of the meeting of the Committee held on 9 March 2023, as circulated, be confirmed as a true record and signed by the Chair.

Ch.'s Initials.....

**Senior Management Restructure Proposal**

The report sought agreement to the final management restructure (tiers 3 and 4) across the Council consistent with the revised executive director structure and taking account of representations made during the recent period of formal consultation with those affected managers.

The Chief Executive reported that a very thorough consultation process had taken place and there had been good engagement with officers concerned. Many positive comments had been received although some concerns had also been raised. With regard to affordability, it was envisaged that the cost of the proposal was largely neutral but was subject to the caveats outlined in the financial implications section of the report.

The following comments were made:-

- The area of tourism and special events would be subject to further consideration as to how to move forward, whilst being sensitive to those involved. This would take some time to work through. It was confirmed that it would be ensured that the Council's internal structure would blend with and be complementary to other partner organisations.
- The Corporate Plan was almost complete and would be shared with Group Leaders before it was presented to the Annual Meeting. All Members would have sight of the revised Corporate Plan before the Annual Meeting. Once agreed by Cabinet and at the Annual Meeting, officers would work towards delivering the outcomes and this would be woven into posts going forward.
- The Chief Executive had commenced an appraisal process for Senior Officers which would measure behaviour against the Council's stated Values. Regular supervision sessions would be used to discuss management team performance.
- Officer names would be put against posts in the new structure after all discussions were complete as it was important that this was done in the right way. As soon as this work was completed Members would be informed.
- It was acknowledged that, whilst Value for Money was important, there may be occasions when a salary of over £100,000 was required to attract the right candidate for a post.

**RESOLVED** that the Committee

- (1) approve the final adjusted management restructure (tiers 3 and 4) taking account of representations received during the formal consultation process as attached at Appendix 1.
- (2) approve the roles of Chief and Deputy Chief Officers with a salary or pay band range over £100k as set out in table 1 in the report.
- (3) note that the formal consultation process conducted in line with the Council's policy for the management of organisational change and that Trade Unions and those affected have been appropriately notified.

Ch.'s Initials.....

- (4) note that following approval by the Committee, the restructure be implemented as soon as practicable with further service alignment to be carried out in a manner consistent with the new structure.
- (5) note the details of all proposed candidates for Chief and Deputy Chief Officer roles and roles attracting a salary of £100k or more which will be subject to the approval of StAC at a future meeting of this Committee.

71 **REPORT OF THE CHIEF EXECUTIVE**

**Proposed Appointment Process – Chief Fire Officer (CFO)**

Members received a report setting out the proposed appointment process for the role of Chief Fire Officer (CFO) within Northumberland Fire & Rescue Service. The current postholder had notified the Chief Executive of their intention to retire in August 2023. The report set out the proposed process to appoint a permanent replacement.

In answer to a query, the Chief Executive reported that it was necessary to pay at the top of Band 17 to ensure a differential between that the post and the Deputy Fire Officer.

**RESOLVED** that

- (1) the remuneration for Chief Fire Officer (CF)) post at the top of Band 17 (£139,366) be approved.
- (2) the external advertisement of the post following approval at Staff & Appointments Committee for the period 26 April 2023 to 10 May 2023 be approved. Shortlisted candidates will be required to attend an Assessment Day at the end of May 2023. The assessment will include Psychometric Testing, staff panel comprising NRFS key employees, internal and external stakeholder Panel and a formal interview by a Panel comprising senior managers.

**CHAIR**.....

**DATE**.....

Ch.'s Initials.....