

**NORTHUMBERLAND COUNTY COUNCIL**

**STAFF AND APPOINTMENTS COMMITTEE**

At a meeting of the **Staff and Appointments Committee** held in the Council Chamber, County Hall, Morpeth on Wednesday, 24 May 2023 at 10.00 am.

**PRESENT**

Councillor G. Sanderson  
(in the Chair)

**MEMBERS**

Dale, A	Purvis, M.
Dickinson, S.	Simpson, S.
Flux, B.	Watson, J.G
Hunter, I.	Wearmouth, R

**OFFICERS IN ATTENDANCE**

Bennett, L.M.	Senior Democratic Services Officer
Binjal, S. (remote)	Interim Director of Governance and Monitoring Officer
Farrell, S. (remote)	Director of Workforce and Organisational Development
Sample, C.	Lawyer
Willis, J. (remote)	Executive Director – Transformation and Resources

**72. MINUTES**

**RESOLVED** that the minutes of the meeting of the Committee held on 25 April 2023, as circulated, be confirmed as a true record and signed by the Chair.

**73. DISCLOSURES OF MEMBERS' INTERESTS**

Councillor S. Dickinson declared an interest relating to the three NHS posts. He had received advice from the Monitoring Officer that his relationship with them was so remote that there was no conflict of interest.

Councillor M. Purvis declared an interest as he worked for the NHS, but there was no conflict of interest.

Ch.'s Initials.....

## 74. REPORT OF THE CHIEF EXECUTIVE AND HEAD OF PAID SERVICE

Members received a report seeking agreement to the proposed appointment of a number of named Chief and Deputy Chief Officers in roles which have been approved as part of the agreed senior management restructure.

Sarah Farrell, Director of Workforce and Organisational Development, reported that following agreement of the new structure at the 25 April 2023, meeting, appointments had been made and the names of officers were listed in the report. Provided that there were no objections made to the Leader or Cabinet, the new structure would take effect from 1 June 2023. Most of the posts had been filled via 'slotting in' but there would be further recruitment in June/July, with the final appointments being presented to the Committee by the end of July 2023.

The following comments were made in response to Members' queries:-

- The current salary bandings were:-
  - Band 14 - £73,511 - £82,100
  - Band 15 - £85,293 - £93,553
  - Band 16 - £96,416 - £105,006
  - Band 17 - £115,325 - £139,366
- The salary figures did not include oncosts.
- The criteria for 'slotting in' was that there was at least an 80% match between an officer's old role and the new. Their skills, abilities, and potential to meet the role requirements within six months were also considered.
- Two officers had been found not to have an 80% match; one had been offered a role at a lower salary level but with three-year salary protection, and an alternative role was being sought for the other officer. If this was unsuccessful, then there would be a redundancy. Re-deployment opportunities would continue to be sought, however.
- The Internal Change Consultants posts were on a lower band but subject to 18 months salary protection and this would take them to the end of their fixed term contracts.
- At the point where a Band 16 officer crossed over £100k, there would be no need to refer it back to the Committee.
- It was confirmed that the budget allowed for the full cost of the new structure, however, the final costings would not be known until all appointments had been made as it was dependant on the position of officers on the pay scales

It was proposed by Councillor B. Flux and seconded by Councillor R. Wearmouth and agreed unanimously

**RESOLVED** that

- 1 the proposals of the Chief Executive in respect of the appointment of named individuals to the Chief and Deputy Chief Officer roles be approved.
- 2 in the event that any objection is received from the Leader and/or Cabinet that the appointment in question be referred back to the Staff and Appointments Committee for urgent consideration.
- 3 confirmation of appointments to individuals will be made immediately and the new management structure will go live on 1 June 2023

**CHAIR**.....

**DATE**.....