

EXECUTIVE BOARD

Monday 3 September 2007

COUNCILLORS PRESENT: Councillors John Goddard (Chair), David Rundle (Vice-Chair), Mohammed Altaf-Khan, Jim Campbell, Jean Fooks, Matthew Sellwood and Caroline van Zyl.

OFFICERS PRESENT: Peter Sloman (Chief Executive), Michael Lawrence, Mark Luntley and Sharon Cosgrove (Strategic Directors), Sue Shutter (Head of Human Resources), Emma Griffiths and Brenda Lammin (Legal and Democratic Services Business Unit) and Louisa Dean (Media and Communications).

104. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Antonia Bance and Sajjid Malik

105. DECLARATIONS OF INTEREST

Councillors Campbell and Fooks declared personal interests as members of the Local Government Pension Scheme.

106. ORGANISATIONAL CHANGE POLICY, RETIREMENT POLICY AND DISCRETIONARY PAYMENTS

The Head of Human Resources submitted a report (previously circulated and now appended). The Head of Human Resources proposed the following amendments to the report as submitted:

- Organisational Change Policy paragraph 10 (second line down on page 3.12) delete “No” at the beginning of the sentence so it reads “Reference will be made
- Retirement Policy page 3.29 paragraph 4(d) ILL HEALTH RETIREMENT - second line and penultimate line insert “approved by the Council” after “independent Occupational Health Advisor” in both places.

Resolved that: -

- (1) Council be RECOMMENDED to ADOPT the following, to take effect as from the date of adoption by the Council: -
 - (a) the overall Organisational Change Policy that forms paragraphs 1 - 16 of Annex 1;

- (b) the Redundancy Payment Policy Statement that forms Appendix 1 to Annex 1;
- (c) the Policy Statement on the use of discretions under the Early Termination of Employment Regulations that forms Appendix 2 to Annex 1,
- (d) the Policy Statement on the use of discretions under the Pension Scheme Regulations that forms Appendix 3 to Annex 1;
- (e) the Policy Statement on the use of flexible retirement for members of the Local Government Pension Scheme that forms Appendix 4 to Annex 1;
- (f) the Pay Protection Policy Statement that forms Appendix 5 to Annex 1;
- (g) the Retirement Policy that is attached to the report as Annex 2;

and to NOTE that Annex 3 to the report that consists of the following:-

- (i) Organisational Change Policy summary of major changes - Appendix 1 to Annex 3;
- (ii) Organisational Change Policy - Summary to the Unions of Management's final offer - Appendix 2 to Annex 3;
- (iii) Redundancy Payment Ready Reckoner - Appendix 3 to Annex 3.

(Councillor Sellwod abstained.)

107. MEMBER APPOINTMENT OF HEADS OF SERVICE

The Chief Executive submitted a report (previously circulated and now appended).

Resolved that Council be RECOMMENDED to agree that: -

- (1) a politically balanced panel of Council should be responsible for appointing Heads of Service and Directors under the terms set out in the Chief Executive's report;
- (2) appropriate Member training should be organised;
- (3) consequential changes resulting from this decision should be made to the Constitution.

(No member voted against.)

The meeting began at 2.30 pm and ended at 2.52 pm.