

FINANCE AND POLICY COMMITTEE

MINUTES AND DECISION RECORD

9 AUGUST 2017

The meeting commenced at 1.00 pm in the Civic Centre, Hartlepool.

Present:

Councillor Christopher Akers Belcher (In the Chair)

Councillors: Alan Clark, Kevin Cranney, Tim Fleming, Marjorie James,
Jim Lindridge, Brenda Loynes, Stephen Thomas and Paul Thompson.

Also Present: Councillor Rob Cook.
Edwin Jeffries, Hartlepool Joint Trades Union Committee

Officers: Gill Alexander, Chief Executive
Chris Little, Director of Finance and Policy
Denise Ogden, Director of Regeneration and Neighbourhoods
Hayley Martin, Head of Legal Services (Place)
Alastair Rae, Public Relations Manager
David Cosgrove, Democratic Services Team

38. Apologies for Absence

None.

39. Declarations of Interest

None.

40. Minutes of the meeting held on 24 July 2017

Confirmed.

41. Senior Leadership Restructure (*Chief Executive*)

Type of decision

Non-key decision.

Purpose of report

The report made recommendations to Finance and Policy Committee in respect of the Chief Officer structure of the Council with particular reference

to the Public Health Department and Child and Adult Services, though there were also implications for Regeneration and Neighbourhoods Department.

Issue(s) for consideration

The Chief Executive reported that following the resignation of the Director of Public Health and continuing changes in the operating environment for Child and Adult Services she was proposing a range of changes in respect of the senior leadership structure. The aim of the proposals was to ensure that the Chief Executive had a senior leadership team clearly focused on the challenges the Council faced that made best use of the expertise currently in the authority and delivers for the Council excellent and consistent services. The proposals to achieve this aim were included in Appendix 1 in the exempt section of the report. This item contains exempt information under Schedule 12A of the Local Government Act 1972 (as amended by the Local Government (Access to Information) (Variation) Order 2006) namely, Para 2 – Information which is likely to reveal the identity of an individual.

The Chief Executive commented that the proposed structure could be funded on a recurring basis from existing resources. In the short term there would be temporary savings as individuals progressed through the grades. It was recommended that these resources were earmarked to fund temporary capacity which may be needed in the short term to address the challenges facing the Council and to support the achievement of the Council's priorities in these service areas.

The Hartlepool Joint Trade Unions Committee (HJTUC) had been provided with a copy of this report and their written comments were circulated at the meeting. Consultation has also been undertaken with Centre Director for Public Health England. All affected Chief Officers had been provided with a copy of the report.

A Member questioned if it was a statutory requirement to have a designated Chief Officer for Public Health and the Chief Executive confirmed that was the case. It had become clear from the discussions with the Centre Director for Public Health England that the role was becoming integrated to a greater extent with community based services in local authority settings. This together with the pressures following the demise of the Tees valley Shared Services arrangements meant there was a need to strengthen the authority's structures around needs analysis and business intelligence particularly when commissioning external services or determining whether previously external contract work could return 'in-house'.

The Chief Executive also stated that there was move among local authorities to move away from the Director with 'two hats' for Adult and Children's services due to the pressures both services were under locally and nationally. The separation of the structures proposed within the report would see the community based prevention work including the new Community Hubs being part of the new 'Adults' structure, with the

commissioning role centered in the 'Children's' structure though working across both departments. There would also be some required strengthening of the child protection role within the new Children's structure.

The meeting concluded that elements of the exempt section of the report needed to be discussed and the necessary resolution to exclude the press and public was, therefore, moved and agreed. Details of the Committee's further discussions are set out in the exempt section of the minutes.

The recommendations were agreed unanimously.

Decision

1. That the deletion and addition of the posts, including noting the grading of the additional posts, identified in the Not For Publication element of the report be approved;
2. That the appointment arrangements identified in the Not For Publication element of the report be approved;
3. The Committee noted that the proposals as set out in the Not For Publication element of the report would form the basis of appropriate communications and consultations with those staff affected;
4. That the functional groupings identified in the Not For Publication element of the report and the service realignments be approved;
5. The Committee noted the recurring costs of the proposed structure can be funded from existing resources;
6. The Committee noted that in the short term there would be temporary savings as individuals' progressed through the grades and approved that these resources are earmarked to fund temporary capacity which may be needed over the few years to address the challenges facing the Council and to support the achievement of the Council's priorities in these service areas
7. The Committee noted that on the basis of Members approving these proposals detailed in the report, a review of the Heads of Service i.e. managers reporting to Assistant Directors would be undertaken. These reviews would be cost neutral and would be undertaken in consultation with the relevant Policy Chairs, in accordance with the Council's constitution.

42. Any Other Items which the Chairman Considers are Urgent

None.

The Committee noted that the next meeting would be held on Monday

18 September at 10.00 am in the Civic Centre.

43. Local Government (Access to Information) (Variation Order) 2006

Under Section 100(A)(4) of the Local Government Act 1972, the press and public were excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in the paragraphs referred to below of Part 1 of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006.

Minute 44 – Senior Leadership Restructure – This item contains exempt information under Schedule 12A Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006 namely (para. 2) information which is likely to reveal the identity of an individual.

44. Senior Leadership Restructure (*Chief Executive*) This item contains exempt information under Schedule 12A Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006 namely (para. 2) information which is likely to reveal the identity of an individual.

Type of decision

Non-key decision.

Purpose of report

The report made recommendations to Finance and Policy Committee in respect of the Chief Officer structure of the Council with particular reference to the Public Health Department and Child and Adult Services, though there were also implications for Regeneration and Neighbourhoods Department.

Issue(s) for consideration

Details of the Committee's further discussions are set out in the exempt section of the minutes.

Decision

The Committee's decisions are as set out above in Minute 41.

The meeting concluded at 1.15 pm

P J DEVLIN, CHIEF SOLICITOR
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