

Meeting of the Full Council - 27 February 2020

Report of the Employment Committee meeting held on 13 January 2020

Chair: County Councillor Geoff Driver

Part I (Open to Press and Public)

Urgent Business

The Chair agreed that the following item could be considered at the meeting, as Joint Consultative Forum meetings needed to be scheduled for January 2020:

Joint Consultative Forum Constitution: Number of, Frequency of and Attendees at Meetings.

Deborah Barrow, Head of Service, Human Resources, reported that following changes to the senior management structure, the Joint Consultative Forum Constitution, which enabled local Trade Union meetings in Directorates, needed to be amended to allow Directorates to decide on the number of, frequency of and attendees at the meetings to provide more flexibility. The proposed changes had been agreed with Trade Unions and Directors.

Resolved: That Deborah Barrow, Head of Service, Human Resources, make the proposed changes to the support element of the Constitution for the Joint Consultative Forum, to allow flexibility with regards to the number of, frequency of and attendees at the forum meetings.

Part II (Not Open to Press and Public)

Change to Terms and Conditions of Service for the Senior Coroner

(Not for Publication – Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972. It was considered that in all the circumstances of the case, the public interest in maintaining the exemption outweighed the public interests in disclosing the information).

The committee considered a report from Janet Mather, Coroner Services Manager, regarding a proposed amendment to the terms and conditions of service for the Senior Coroner.

Resolved: That the recommendation, regarding a proposed amendment to the terms and conditions of service of the Senior Coroner, as set out in the report and presented to the meeting, be agreed.

Payment of Market Supplements to Members of the ICT Solutions Architect Teams

(Not for Publication – Exempt information as defined in Paragraphs 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972. It was considered that in all the

circumstances of the case, the public interest in maintaining the exemption outweighed the public interests in disclosing the information).

The committee considered a report from Deborah Barrow, Head of Service, Human Resources, regarding market supplements to members of the ICT Solutions Architect team.

In response to a question it was confirmed that when future operational requirements were determined, after June 2020, this would be an opportunity to consider a model that best fits the needs of the service.

Resolved: That the recommendations with regard to the market supplements paid to members of the ICT Solutions Architect team, as set out in the report and presented to the meeting, be agreed.

Local Pensions Partnership Appointment of the Chief Executive

(Not for Publication – Exempt information as defined in Paragraphs 1 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972. It was considered that in all the circumstances of the case, the public interest in maintaining the exemption outweighed the public interests in disclosing the information).

The committee considered a report from Laura Sales, Director of Corporate Services, regarding the appointment of a permanent Chief Executive Officer of Local Pensions Partnership Limited.

In response to a question it was confirmed that the issue of succession planning for the role had been discussed and was under consideration.

Resolved: That

- The recommended appointment for the permanent Chief Executive Officer of Local Pensions Partnership Limited, be approved.
- The recommended pay proposal be approved in principle, subject to required discussions with the Greater London Authority.
- The decision be delegated to the Director of Corporate Services in conjunction with the chair of the Employment Committee, as to whether the Chief Executive Officer's final pay should be referred back to the Employment Committee if the Greater London Authority recommend a significant variation to the pay proposal agreed in principle.

Report of the Employment Committee meeting held on 10 February 2020

Chair: County Councillor Geoff Driver

Part I (Open to Press and Public)

The Localism Act 2011 – Pay Policy Statement 2019/20

This item was recommended to Full Council for approval and can be found in Part A of the agenda.

Part II (Not Open to Press and Public)

(Not for Publication – Exempt information as defined in Paragraphs 2, 3 and 4 of Part 1 of Schedule 12A to the Local Government Act, 1972. It was considered that in all the circumstances of the case, the public interest in maintaining the exemption outweighed the public interests in disclosing the information).

The committee considered a report from Phil Durnell, Director of Highways and Transport, regarding the review of the Fleet Service conducted by external consultants and their recommendations.

In response to questions the following information was confirmed:

- Re-tread tyres referred to the use of a tool by the service to refurbish tyres. This was considered a best practice process across the industry and would result in significant savings.
- The leadership team was confident that the recommended changes in the report were deliverable and would be supported by development days planned with the external consultant. Some of the processes identified to realise savings were already in place.
- Any changes to IT systems and processes would be compliant with statutory requirements and be easy to operate.

Resolved: That

- (i) The review of Fleet Services and the resulting recommendations of the external consultant, as presented, be noted.
- (ii) The steps taken by the service to implement the recommendations, as presented, be noted.

County Councillor Geoff Driver
Chair