

## **BOROUGH OF REIGATE AND BANSTEAD**

### **EMPLOYMENT COMMITTEE**

Minutes of a meeting of the Employment Committee held at the New Council Chamber, Town Hall, Reigate on 10 November 2021 at 7.30 pm.

Present: Councillors V. H. Lewanski (Chair), M. A. Brunt (Vice-Chair), T. Schofield, N. D. Harrison and P. Chandler.

#### **13. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS**

#### **14. DECLARATIONS OF INTEREST**

#### **15. MINUTES OF THE LAST MEETING**

#### **16. FUTURE HYBRID WORKING**

#### **17. EXEMPT - SENIOR MANAGEMENT UPDATE**

The Interim Head of Paid Service introduced a report which presented the Committee with the new senior management structure. The interim structure had been in place for 15 months and the new structure solidified the interim arrangements. The new structure would be in place until at least 2025 in line with the Council's Corporate Plan.

The Committee considered the new structure and made the following observations:

- There was a need for clarity of the roles and responsibilities of the Directors, Strategic Heads and Heads of Service
- It would be prudent for the Committee to have sight of the role profiles, including salary ranges, following their development
- The structure had been determined after consideration of the required roles.

*Clerk's note: The Interim Head of Paid Service, the Director of Place, the Head of Organisational Development and Human Resources, the Interim Head of Finance and the Head of Legal and Governance left the meeting during the discussion on the proposal to recommend to Council the appointment to Head of Paid Service.*

The Committee considered the proposal to recommend to Council to appoint the Interim Head of Paid Service as the permanent Head of Paid Service. The Committee discussed:

- The reduction from four senior officers to two in the new management structure
- The need for continued dialogue around gaps at all levels of the organisation

- Performance management across the organisation with a view that this should be added to the Employment Committee's Future Work Programme

One member of the Committee stated his preference for the "Chief Executive" model, and also noted the gaps at the top of the organisation regarding property and commercial skills. He declined to support the Recommendation.

**RESOLVED to RECOMMEND to Council** that Mari Roberts-Wood be appointed as the Head of Paid Service.

#### **18. EXEMPT - PAY AWARD UPDATE 2021/22**

The Committee considered the Pay Award 2021/22. During the discussion it was noted:

- That there were several pressures that needed to be balanced including cost of living increases, inflation rises, a rise in National Insurance contributions across the board and a challenging budget position
- The cost of living pay award last year was 1.3% across the whole workforce, and that the assumed figure in the draft budget would represent a similar outcome. The figure included employer on-costs, contractual increases and allowance for the restructures and role re-evaluations referenced in the Senior Management Update item.
- That officers had been considering the need for a creative solution, potentially involving consolidated and non-consolidated payments, to be presented to the Unions for agreement
- That, subject to the result of the performance management process, staff were able to progress up the grades annually until they reached the maximum progression level set for their role.

**RESOLVED** that the Interim Head of Paid Service be authorised to agree a maximum total increase of £700,000 in the 2022/23 salary budget (inclusive of contractual increases and the negotiated pay award).

#### **19. FUTURE WORK PROGRAMME**

#### **20. ANY OTHER URGENT BUSINESS**

The Meeting closed at 9.47 pm