

Appointments and Disciplinary Committee

31 July 2015

Present: N Redfearn – Elected Mayor (Chair)
Councillors P Mason, B Pickard, L Spillard
and A Waggott-Fairley

APP01/07/15 Apologies

Apologies were received from Councillor R Glindon.

APP02/07/15 Declarations of Interest

There were no declarations of interest reported.

APP03/07/15 Minutes

Resolved that the minutes of the meeting held on 25 September 2014, be confirmed.

APP04/07/15 Exclusion Resolution

Resolved that under Section 100A(4) of the Local Government Act 1972 (as amended) and having applied a public interest test as defined in Part 2 of Schedule 12A of the Act, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Act.

APP05/07/14 Senior Leadership Team - Restructure

The Committee considered a report which detailed the changes to the Senior Leadership Team structure approved by Cabinet at its meeting on 13 July 2015 and requested approval to appoint individuals to key posts.

The proposals agreed by Cabinet were being taken forward in order to ensure the Senior Leadership Team was aligned to the Authority's Creating a Brighter Future Programme going forward and to ensure delivery of the Our North Tyneside Council Plan, whilst using structural change to drive further integration of services.

The Senior Leadership structure chart was attached as an appendix to the report.

The changes to the structure were:

- deletion of the post of Head of Environment and Leisure and creation of the post of Head of Environment, Housing and Leisure.
- Deletion of the posts of Head of Adult Social Care and Head of Children, Young People and Learning and the creation of the post of Head of Health, Education, Care and Safeguarding. The new post would hold the statutory roles relating to both children's services and adult social services.

- deletion of the post of Strategic Manager (Finance) and the creation of the post of Head of Finance which would take on the responsibilities of the Chief Finance Officer (Section 151 Officer).

The job descriptions and person specifications for each new post were attached as appendices to the report.

Of the four people affected by the proposals one had requested early retirement/voluntary redundancy. The others were also at risk of redundancy as a result of the deletion of their substantive posts. The Authority had a duty to consider suitable alternative employment for individuals at risk of redundancy and it was felt that each officer had the appropriate skills and experience to fulfil the new roles.

RESOLVED that (i) the changes to the Senior Leadership Team structure, approved by Cabinet be noted;

(ii) Mr P Scott be appointed to the post of Head of Environment, Housing and Leisure;

(iii) Ms J Old be appointed to the post of Head of Health, Education, Care and Safeguarding; and

(iv) Ms J Gillespie be appointed to the post of Head of Finance.