

NOTTINGHAM CITY COUNCIL

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

MINUTES

of meeting held on 19 MARCH 2013 at

Loxley House from 3.30 pm to 4.45 pm

- ✓ Councillor Neal (Chair)
- ✓ Councillor Clark (Vice-Chair)
- ✓ Councillor Collins (for minutes 73 to 78 inclusive)
- ✓ Councillor Bryan
Councillor Campbell
- ✓ Councillor Chapman (for minutes 73 to 80 inclusive and minute 82)
- ✓ Councillor Culley
- ✓ Councillor McDonald
- ✓ Councillor Mellen (for minutes 73 to 80 inclusive)
- Councillor Morley
- ✓ Councillor Norris
- ✓ Councillor Parton (substitute for Councillor Morley)

✓ indicates present at meeting

Also in attendance

Mr I Curryer	- Chief Executive		
Dr P Kenny	- Director of Public Health		
Ms A Probert	- Director of Human Resources and Transformation)	
Ms J Spilsbury	- Head of Human Resource Strategy and Employee Relations)	Resources
Ms S Choudhury	- Human Resources Consultant)	
Ms D Sewell	- People and Talent Consultant – Talent & Skills)	
Mr M J Parker	- Constitutional Services Officer)	
Mr J Gooding	- Parking Manager)	Communities
Mr A Vaughan	- Director of Neighbourhood Services)	
Ms H Jones	- Director of Adult Assessment)	Children and
Ms L Sellars	- Adult Social Care Specialist)	Families

73 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Campbell and Morley.

74 DECLARATIONS OF INTERESTS

Councillors Chapman, Clark and Mellen declared personal interests in agenda item 9 Workplace Parking Charge (minute 81), as participants in the scheme, which did not preclude them from speaking or voting on that item.

Ms Probert, Ms Spilsbury and Mr Vaughan declared personal interests in agenda item 9 Workplace Parking Charge (minute 81), as staff who were participants in the scheme.

75 MINUTES

RESOLVED that the minutes of the meetings of the Committee held 5 February 2013, be confirmed and signed by the chair.

76 RE-SCHEDULING OF APRIL 2013 MEETING

RESOLVED that, subject to sufficient business, the next meeting of the Committee be held at 2.00 pm on Tuesday 9 April 2013.

77 PAY POLICY STATEMENT 2013-14

The report of Director of Human Resources and Transformation asked the Committee to note the content of the City Council's Pay Policy Statement which had been produced to comply with the provisions of Sections 38 to 43 of the Localism Act 2011 and which had been considered and approved at the meeting of the City Council held on 4 March 2013. The report provided details of comparisons between the salaries of Chief Officers and Non-Chief Officer staff at the Authority.

RESOLVED that the City Council's Pay Policy Statement 2013-14, which had been considered and approved by the City Council at its meeting held on 4 March 2013, be noted.

78 EXCLUSION OF PUBLIC

RESOLVED that the public be excluded from the meeting during consideration of the remaining item(s) in accordance with paragraphs 1 – 5 of section 100A(4) of The Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighed the public interest in disclosing the information, as defined in Part One of Schedule 12A to the Act.

Councillors Culley and Parton requested that their votes, dissenting from the resolution be recorded insofar as it related to the exclusion of the public during consideration of agenda item 9 – Workplace Parking Charge (minute 81), which, the Councillors believed, should be considered as an item on the public part of the Committee's agenda.

79 APPOINTMENT OF DIRECTOR OF PUBLIC HEALTH

The report of Chief Executive sought the Committee's agreement to the appointment of Dr Chris Kenny as the Director of Public Health with effect from 1 April 2013 upon transfer of Public Health responsibilities from Primary Care Trusts to local authorities under the Health and Social Care Act 2012.

The appointment would be for an initial period of one year ending on 31 October 2013, and the Committee was also asked to approve retrospectively, interim arrangements for Dr Kenny acting as the joint Director of Public Health for the City and County Councils with effect from 1 November 2012. Dr Kenny would continue to be employed by Nottinghamshire County Council. An overview was also provided on the formal arrangements for the proposed transfer of Public Health staff from the Nottingham Primary Care Trust to the City Council based on details and proposed staffing structure contained in the report.

Dr Kenny provided a summary of the impending challenges for the public health environment as a result of health service changes and the role to be played by the City Council in addressing these.

RESOLVED

- (1) that, having regard to best practice guidance and appendices issued by the Department of Health – “Directors of Public in local Government – Guidance on Appointing Directors of Public Health from 1 April 2013” (October 2012 and April 2013) under Section 73A(7) of the National Health Service Act 2006 (as amended), the Committee was satisfied:**
 - (a) that a joint arrangement for the execution of the statutory role of Director of Public Health with Nottinghamshire County Council under section 113 of the Local Government Act 1972 was appropriate and be approved for an initial period of one year, ending 31 October 2013;**
 - (b) that the person appointed shall exercise this authority’s responsibilities in respect of those public health functions as set out in the Health and Social Care Act 2012;**
 - (c) that, subject to confirmation by the Secretary of State for Health, Dr Chris Kenny, the incumbent post holder of Director of Public Health, in the employ of Nottinghamshire County Council with effect from 1 April 2013, be appointed as the appropriate person to undertake the joint statutory role and responsibilities for Nottingham City Council for a period of 12 months from 1 November 2012 to 31 October 2013;**
- (2) that the interim arrangements in place for Dr Kenny to operate as joint Director of Public Health be approved and that, following a review of the joint arrangements, if it is determine that these have provided positive outcomes for the Council, a further report be submitted by the Chief Executive to consider formalising more permanent arrangements.**
- (3) that the ongoing formal consultation arrangements with the Public Health Team regarding the transfer of colleagues between Nottingham Primary Care Trust and the City Council, begun on 21 January 2013, and that the transfer process would be subject to the Transfer Orders to be published by the Department of Health, be noted.**

80 ADULT SOCIAL CARE ASSESSMENT SERVICES

The Committee consider a number of recommendations by the Director of Adult Assessment on the future structure for the service area which had been developed following a review of a revised operating structure, introduced in February 2012 to support delivery of a new operational model for Adult Social Care.

The present review had been undertaken to respond to current service challenges which had developed since the last review in November 2011 and would incorporate the City Council's Restructuring Principles and Change Management Guidance as contained in the People Management Handbook.

RESOLVED

- (1) that the background to proposed changes to duties and re-alignment of management structures of Adult Care Assessment Services within existing 2012/13 budgetary provision, to achieve improvements to quality assurance and citizen and carer outcomes, be noted and formal consultation be undertaken with affected departmental colleagues, the Council and Trade Unions on the proposed new structure outlined in Appendix A to the report;**
- (2) that the Corporate Director of Children and Families submit a further report at the end of the consultation period, incorporating details of the outcome of the consultation, updated financial implications and making recommendations for final approval of a proposed structure and implementation arrangements.**

81 WORKPLACE PARKING CHARGE

The Director of Neighbourhood Services sought the Committee's agreement to an increase in the level of Workplace Parking Charge paid by colleagues by 3% with effect from 1 April 2013. An increase of this amount would not repeat the 16% increase in the Council's Workplace Parking Liability and would support for lower paid colleagues, by exempting pay bands A-D from the proposals and applying the increase only to pay bands E and above.

RESOLVED that, with effect from 1 April 2013, the current levels Workplace Parking Charge for colleagues be increased by 3% to the levels detailed in Appendices A – C of the report and the revised charges be applied to colleagues on pay band E and above.

Councillors Culley and Parton requested that their votes, dissenting from the above resolution, be recorded.

82 WORKFORCE IMPLICATIONS OF THE BUDGET 2013/14

The Director of Human Resources and Transformation recommended a number of measures to help the City Council address its desire to implement the Living Wage to help address in-work poverty.

The report included proposals for phased implementation of the increases (to be paid as a supplement to normal pay) to assist the Council's move to the East Midlands Shared Services system, but backdated to 1 April 2013, the inclusion of schools based employees and casual workers paid on the relevant grade to minimise equal pay liabilities and an update on national pay negotiations for the 2013/14 pay award. Trades Union comments which were broadly supportive of the proposals, had been circulated separately.

RESOLVED

- (1) that with effect from 1 April 2013 those employees currently paid on Greater London Provincial Council (GLPC) grade A be accelerated to the minimum point of GLPC grade B (currently £6.83 per hour) by way of a supplement to normal pay;**
- (2) that the Committee's ambition to move to full implementation of the Living Wage by 2014/15 be restated, subject to consultation with Trades Unions referred to in resolution (4) below;**
- (3) that the freeze on service-related increment (pay progression) be continued for a further year in 2013/14;**
- (4) that a longer term pay strategy be developed through negotiations with the trade unions (linked to full implementation of the Living Wage), and the Director of Human Resources and Transformation submit a further report to the Committee in due course.**