



MINUTES

Chief Officer Employment Committee

Date:	Friday, 29 October 2021
Venue:	Town Hall, St Annes.
Committee Members Present:	Councillor Karen Buckley (Chairman) Councillor Roger Small (Vice-Chairman) Councillors Peter Collins, Susan Fazackerley MBE, Liz Oades via remote access, Michael Sayward.
Officers Present:	Allan Oldfield, Tracy Manning, Ian Curtis, Sharon Wadsworth.
Other Attendees:	Linda Dutton HR Blackpool (via remote access)

1. Declarations of Interest

Members were reminded that any disclosable pecuniary interests should be declared as required by the Localism Act 2011 and any personal or prejudicial interests should be declared as required by the Council's Code of Conduct for Members. There were no interests declared.

2. Substitute Members

The following substitutions were reported under Council procedure rule 23 (c):

Councillor Michael Sayward substituted for Councillor Richard Redcliffe.

Decision Items

3. Chief Officer Appointments

Allan Oldfield, Chief Executive, introduced the report on changes to the terms of reference of the Chief Officers Employment Committee (COEC), the Officer Employment Procedure Rules, and the delegated powers of the Chief Executive. The changes would ensure that all the relevant management team posts, whether they report to the Chief Executive or the Assistant Chief Executive, would be subject to the same arrangements and terms and conditions.

Pay grade and terms at Fylde are based on the single status agreement that was signed with the unions in 2007 as part of the introduction of job evaluation as a national requirement, the authority would be exposed to risk of unfair pay and / or unequal treatment if some posts within the same family of jobs attract officer status, and in turn terms and conditions based on who the employee reported to.

The committee would be responsible for the statutory chief officer posts, the Head of Paid Service, the Monitoring Officer and the Section 151 Officer and Director posts in the authority. Non statutory and deputy chief officer posts will not be created based on lines of reporting, all other posts in the organisation will continue to be employed under the National Joint Committee terms and conditions that include the agreed job evaluation procedure at Fylde which has been applied since 2007.

The proposal brings the terms of the committee in line with the single status arrangements, they are consistent with streamlined management structures particularly in smaller organisations and will ensure that pay and grade are

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based on responsibility and duties.

Members were reminded that the council must be invited to make this constitutional change. Under part 13.05 of the Constitution, changes to the constitution should be approved following either a recommendation from the Audit and Standards Committee, or a proposal from the Chief Executive or Monitoring Officer. Given that this matter had been reviewed by the Chief Officers Employment Committee, the Chief Executive outlined it was the intention to put forward the constitutional changes to Council from the council's statutory officers and members noted this course of action.

It was RESOLVED:-

- a. To recommend that council make the following changes to the council's constitution:
Amend paragraphs 2 and 3 of the terms of reference of COEC as follows:

2. *The appointment of:*

*The Officer designated as the Head of the Authority's Paid Service;
A statutory Chief Officer within the meaning of Section 2(6) of the Local Government and Housing Act 1989; and*

Any officer designated as a director.

~~*A non-statutory Chief Officer*~~

3. *The dismissal of, or disciplinary action against, any Officer referred to in paragraph (i) to (iii) above or the consideration of any appeals, grievances or other matters in relation to any such officer where it should be expedient for the committee to deal with them.*

- b. Amend rule 4 of the Officers Employment Procedure Rules as follows:

*The Chief Officers Employment Committee may appoint **any officer designated as a director** or any ~~other~~ **statutory** Chief Officers on the Council's behalf.*

- c. Delegate the following function to the Chief Executive:

The appointment, dismissal or disciplinary action against any chief officer or deputy chief officer (as defined in section 2 of the Local Government and Housing Act 1989) who is normally expected to attend meetings of the council's management team. (Appointments to be made following consultation with the Leader of the Council and the leader of the main opposition political group.)

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