

STAFFING COMMITTEE
Monday, 18th January, 2016

Present:- Councillor Watson (in the Chair); Commissioner Sir Derek Myers, Councillors Alam, Read and C. Vines.

17. CHILDREN AND YOUNG PEOPLE'S SERVICES SENIOR MANAGEMENT

Consideration was given to the report presented by Simon Cooper, H.R. Manager, and Ian Thomas, Strategic Director of Children and Young People's Services, which detailed the proposal to delete a post of Assistant Director and replace with a Deputy Director post which would have a broader remit and Deputising function for the Strategic Director. This would enhance senior management capacity in the service.

Recent recruitment activity for senior managers identified the challenge of recruiting suitably qualified and talented individuals in this specialist and critical area.

The appendix to the report illustrated benchmarking of salaries for appointments in Children's Social Care. In light of salaries currently being offered at this most senior level and in order to attract suitably qualified and experienced candidates it was proposed that a salary level of £120k be offered for the new role and for the Assistant Director post to be deleted in an effort to attract candidates who were suitably qualified and experienced.

Commissioner Sir Derek Myers was in agreement with the establishment of this new position to assist in the long term sustainability of Children's Services.

Recommended:- That the creation of a new Deputy Director post in Children and Young People's Services at the proposed level of £120k be approved.

18. VOLUNTARY SEVERANCE UPDATE 2016

Consideration was given to the report presented by Simon Cooper, H.R. Manager, which provided an update to the voluntary severance scheme where it had been agreed to provide employees with a time limited opportunity to apply for voluntary severance in order to help the Council towards addressing the £41m funding gap it was facing over the next three years.

In terms of the overall position and the potential for compulsory redundancy every employment opportunity was being explored to keep the reductions to a minimum, but this could not be guaranteed.

Resolved:- That the position following the recent opportunity for employees to apply for voluntary severance be noted.