

## NORTH YORKSHIRE COUNTY COUNCIL

### CHIEF OFFICERS APPOINTMENTS AND DISCIPLINARY COMMITTEE

Minutes of the Meeting held at County Hall, Northallerton on 6 April 2011 commencing at 13.30pm

#### **Present**

County Councillors: Carl Les, Penny Marsden, Brian Marshall, Chris Metcalfe, John Watson OBE, Geoff Webber, and John Weighell.

Officers: Richard Flinton, Chief Executive, Justine Brooksbank, Assistant Chief Executive (HR & OD) and Josie O'Dowd, Legal and Democratic Services.

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#### **COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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#### **24. MINUTES**

##### **RESOLVED –**

That the public minutes of the meeting held on 2 July 2010, having been printed and circulated, were taken as read, confirmed and signed by the Chairman as a correct record.

#### **25. EXCLUSION OF THE PUBLIC**

After discussion it was agreed that there was no need for item 3 to be treated as exempt it was therefore taken as public item.

##### **RESOLVED –**

That the public be excluded from the meeting only during the consideration of item 4 on the agenda, on the grounds that it involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006.

#### **26. PAY FOR CHIEF OFFICERS**

##### **CONSIDERED –**

The report of the Assistant Chief Executive (Human Resources and Organisational Development) set out current issues relating to pay for Chief Officers and Senior Managers in NYCC within the changing national context for senior officer pay in Local Authorities.

Justine Brooksbank, Assistant Chief Executive (Human Resources and Organisational Development) introduced the report explaining the national context of the Localism Bill and latterly the Hutton Report. She stated that the County Council was ahead of the game in its approach and that there would be little to be done to ensure compliance with new requirements. She noted that this was very much a

positioning paper and that detailed recommendations would come back to the Committee in due course. Members debated the comparative pay data and the formulas used. Justine Brooksbank clarified that the base data came from 2007 and it was taken on a median plus 20 per cent, recognising the size and complexity of jobs within NYCC. The benchmarking data compiled in 2007 had included all the District Councils whereas the more recent benchmarking exercise had been based upon CIPFA comparator data from Councils equivalent to NYCC.

County Councillor Penny Marsden wished to raise a salary query relating to the Chief Executive and at this point Richard Flinton withdrew from the room. County Councillor Penny Marsden commented that when Richard Flinton had been appointed he had started on a low salary, a salary which was below that of the previous Chief Executive. She recalled that the Chief Officers Appointments Committee had said at the time of appointment that the salary would be reviewed at an appropriate future point. County Councillor John Weighell commented that he had already queried this as Leader, asking what was being done across the whole organisation. Justine Brooksbank confirmed that increments were paid to those who were entitled to them in accordance with the usual criteria and this was no different for the Chief Executive. It was noted that the process of appraisal was on going and that an increment of £5,000 from the 1 April was being paid on the basis that normal rules applied to the Chief Executive as to anyone else assuming their appraisal etc is successful. Richard Flinton was then invited back into the room.

County Councillor Geoff Webber commented that in view of the national and local disquiet regarding rates of pay, the report should be circulated to all Councillors with an explanatory note. County Councillor John Weighell concurred, observing that most pay rates were near the lower quartile in all areas - despite being the second largest Council. Justine Brooksbank drew attention to the information in paragraph 2.3 of the report regarding the 540 staff paid above £50,000 per annum. Only 52 of these were Senior Managers, the rest were senior teachers or other senior specialists. John Weighell felt that this information was very helpful reflecting healthy levels of pay that were no excessive. Richard Flinton made reference to some 200 health staff he was aware of who earned in excess of his own salary level.

**RESOLVED –**

That the report was noted and it was agreed to make available to Members generally the information contained within the report with a slight adjustment to the text to improve clarity.

**27. CHANGES TO THE POST OF DIRECTOR, ADULT AND COMMUNITY SERVICES, CREATION OF A NEW POST OF DIRECTOR OF HEALTH AND ADULT CARE, AND PROPOSED TIMETABLE AND PROCESS FOR THE RECRUITMENT TO THE NEW POST – PRIVATE ITEM**

This was agreed.

**28. APPOINTMENT OF DIRECTOR – HEALTH AND ADULT CARE – ESTABLISHMENT OF AN APPOINTMENTS SUB-COMMITTEE**

**CONSIDERED –**

The report of the Assistant Chief Executive (Legal and Democratic Services), in accordance with the County Council's Constitution, to establish a Chief Officers Appointments and Disciplinary Sub-Committee to deal with appointment to the post of Director – Health and Adult Care.

**RESOLVED –**

- (i) That the Committee establish a Sub-Committee to appoint a new Director – Health and Adult Care, specifying the number of seats on the sub-committee and their allocation between the political groups, which must comply with the proportionality rules in the Local Government and Housing Act 1989.
- (ii) That the Committee appoint to the Sub-Committee those County Councillors nominated by the political group to which the seats have been allocated therefore: 4 Conservatives; 1 Liberal Democrat; and 2 Independents mirroring the composition and membership of the Committee itself.

**29. OTHER BUSINESS WHICH THE CHAIRMAN AGREES SHOULD BE CONSIDERED AS A MATTER OF URGENCY BECAUSE OF SPECIAL CIRCUMSTANCES**

None.

The meeting concluded at 2.10 pm.

JO'D/ALJ