

Public

MINUTES of a meeting of the **CABINET MEMBER FOR COUNCIL SERVICES** held on 16 February 2017 at County Hall, Matlock

PRESENT

Cabinet Member – Councillor A Botham

13/17 **MINUTES** **RESOLVED** that the minutes of the meeting held on 30 January 2017 be confirmed as a correct record and signed by the Cabinet Member.

14/17 **ORGANISATIONAL REVIEW OF THE COUNCIL'S SENIOR MANAGEMENT STRUCTURE – NEXT PHASE OF IMPLEMENTATION IN CORPORATE RESOURCES (HR)** On 11 October 2016 Cabinet agreed to delete the posts of Director of Finance, Director of Transformation and Director of HR, as well as the related Deputy Director posts. Three new posts were established, subject to the approval of the Cabinet Member for Council Services and this report sought approval to establish the new post of Senior HR Service Partner.

Following consultation with Members, officers and trade unions, a job description for the new post had been independently evaluated by Hay at Grade 17. This post would take responsibility for the operational leadership of HR and would report to the Strategic Director Corporate Resources who would take an increased strategic role to support the post holder in ensuring effective HR service delivery. This post would be initially offered as a secondment on a six month basis and recruited to from within the Council. During this time, the postholder would be supported by an external mentor/advisor as previously agreed by the Cabinet Member.

RESOLVED to approve the establishment of the post of Senior HR Service Partner.

15/17 **ORGANISATIONAL REVIEW OF THE COUNCIL'S SENIOR MANAGEMENT STRUCTURE – NEXT PHASE OF IMPLEMENTATION IN CORPORATE RESOURCES (FINANCE AND ICT)** On 11 October 2016 Cabinet agreed to delete the posts of Director of Finance, Director of Transformation and Director of HR, as well as the related Deputy Director posts. Three new posts were established, subject to the approval of the Cabinet Member for Council Services and this report sought approval to establish the new post of Head of ICT.

A job description for the new post had been independently evaluated by Hay at Grade 17. This post would take responsibility for the operational

leadership of ICT and would report to the Director of Finance and ICT. Following appointment to this post and to the post of Director of Finance and ICT, further restructuring would be necessary within the department which would be the subject of a future report. It was also proposed that the Transformation Service be re-designated as ICT Services. This was to reflect the renewed emphasis within the Council on the importance of ICT to its operations and recognition of the priority given to this service.

RESOLVED to (1) approve the establishment of the post of Head of ICT; and

(2) agree to the Transformation Service being re-designated ICT Services.

16/17 **EXCLUSION OF THE PUBLIC RESOLVED** to exclude the public from the meeting during the consideration of the remaining items on the agenda to avoid the disclosure of exempt or confidential information.

SUMMARY OF PROCEEDINGS CONDUCTED AFTER THE PUBLIC WERE EXCLUDED FROM THE MEETING

1. To confirm the exempt minutes of the meeting held on 30 January 2017

17/17 **MINUTES RESOLVED** that the exempt minutes of the meeting held on 30 January 2017 be confirmed as a correct record and signed by the Cabinet Member.