

THE INVERCLYDE COUNCIL - 19 NOVEMBER 2009

The Inverclyde Council

Thursday 19 November 2009 at 4.00 pm

Present: Provost McCormick, Councillors Ahlfeld, Blair, Brooks, Clocherty, Dorrian, Fyfe, Grieve, Loughran, MacLeod, McCabe, McCallum, McIlwee, McKenzie, Moran, Nelson, Osborne, Rebecchi, White and Wilson.

Chair: Provost McCormick presided.

In attendance:

For Item 1: Chief Financial Officer, Head of Organisational Development & Human Resources, Head of Legal & Administration and Legal Services Manager (Courts and Litigation).

For Item 2: Chief Executive, Head of Legal & Administration and Legal Services Manager (Courts and Litigation).

It was agreed in terms of Section 50(A)(4) of the Local Government (Scotland) Act 1973 as amended, that the public and press be excluded from the meeting for the following items on the grounds that the business involved the likely disclosure of exempt information as defined in paragraph 1 of Part I of Schedule 7(A) of the Act.

751 Chief Executive: Contract of Employment 751

There was submitted an amended report by the Head of Organisational Development & Human Resources on the status of the Chief Executive's current contract of employment, as instructed by the Leader of the Council.

Decided: that the Chief Executive be offered a permanent contract of employment with immediate effect.

752 Proposed Corporate Management Structure 752

There was submitted a report by the Chief Executive (1) seeking approval of a revised Corporate Management Structure for the Council and (2) requesting that delegated authority be granted to him to allow the recommendations within the report to be implemented, if agreed by the Council.

Following a vote, as detailed in the appendix to the minute, the Council decided:

(1) that approval be given to the implementation of the proposed Corporate Management Structure incorporating four revised Corporate Directorates and Chief Executive's Service as shown in appendix A to the report;

(2) that approval be given to the development of a Scheme of Establishment in conjunction with NHS Greater Glasgow & Clyde to create a Community Health and Care Partnership (CHCP) and that delegated authority be granted to the Chief Executive to progress the development of the detailed management structure for the partnership with a final report being submitted to the Council for approval prior to concluding the final agreement;

(3) that approval be given to the Corporate Directors and Heads of Service job descriptions as shown in appendix B to the report;

(4) that approval be given to the matching proposals and interview timetable as outlined in paragraphs 5.21 and 5.22, subject to adjustment in respect of one post, as

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detailed in the appendix to the minute;

(5) that the Council note the existing Appointment Policy and also that Mrs Maggi Allan will act as an independent adviser to the appointment panel for the posts of Corporate Director Education & Communities and Head of Education, Planning & Culture;

(6) that the Council confirm that the existing redundancy and voluntary severance scheme previously agreed by the Council for Chief Officers on 20 June 2006 as shown in appendix C to the report be applied for Chief Officers who may be released, either on a voluntary or compulsory basis, as a result of the proposed restructure;

(7) that no salary preservation be applied to Chief Officers who secure a position in the new structure or as a result of redeployment to a post graded at a lower salary than their current substantive salary;

(8) that delegated authority be granted to the Chief Executive to release certain Chief Officers on a voluntary basis under the terms agreed in decision (6) above and in accordance with the Council's Value for Money criteria;

(9) that delegated authority be granted to the Chief Executive to make compulsorily redundant employees who are unsuccessful in obtaining a post within the new structure and who have not been able to secure an alternative offer of employment through redeployment by 31 March 2010 and that this timescale include any period of notice; and

(10) that approval be given to targeted voluntary severance trawls to be undertaken at Service Manager, Team Leader, Administrative and Clerical levels and also in respect of other groups identified by the Chief Executive and CMT in consultation with the Trade Unions and that the release of any employees be reported to the proposed special meeting of the Policy & Resources Committee on 15 December 2009.