

## Personnel Committee

### Minutes of the meeting held on 22 July 2009

**Present:** Councillor Priest - In the Chair.  
Councillors Amesbury, Andrews, Ashley, J. Battle, Cowell, Evans,  
Grant, S. Murphy, S. Newman, Ramsbottom, Shannon and Wheale.

#### PER/09/24 Minutes

##### Decision

To approve as a correct record the Minutes of the meeting held on 27 May 2009.

#### PER/09/25 Children's Services Directorate – proposed amendments to Senior Management Structure

A report was submitted requesting approval to amend the Senior Management Structure within Children's Services, arising from the departure of the Assistant Director, Children and Young People and to reflect significant change and development in a number of areas across the Directorate.

##### Decision

1. To approve the following amendments to posts at Assistant Director level -
  - Disestablish the post of Assistant Director, Children and Young People - £83,991;
  - Regrade the post of Assistant Director, Education Services from £83,991 to £90,000;
  - Regrade and redesignate the post of Assistant Director, Children and Families (£83,991) to Assistant Director, Children, Young People and Families at £90,000.
  
2. To approve the following consequential changes -  
Establish new posts of:-
  - Head of District Provision on a salary of £65,000;
  - Head of Strategic Commissioning of Universal Provision on a salary of £65,000;
  - Head of Business, Change and Improvement on a salary of £70,000;
  - Head of Commissioning Support and Service Improvement on a salary of £55,000;
  - Head of Programme Management on a salary of £55,000;
  - ICT Strategic Manager to be established on a two year fixed-term contract on a salary of £55,000.

Disestablish the posts of:-

- Head of Strategy and Performance - £68,241;
  - Head of Leadership - £55,000;
  - Head of Policy and Performance - Grade 10+ 20% (£46,263-£49,413);
  - Head of Planning, Performance and Change - Grade 10 + 20% (£46,263-£49,413);
  - Policy and Partnership Manager - Grade 10 + 20% (£46,263-£49,413).
3. To approve the realignment of responsibilities for a number of functional areas, as detailed in the report.
  4. To delegate authority to the Director of Children's Services, in consultation with the Head of Corporate Personnel and the Executive Member for Children's Services, to implement appropriate changes to the structures below these roles, which may be required as a result of the implementation of recommendations in this report.
  5. To delegate authority to the Director of Children's Services, in consultation with the Head of Corporate Personnel and the Executive Member for Children's Services, to develop detailed job descriptions for all new posts and progress arrangements to appoint to these posts in line with established Council policies.