

MINUTES OF THE MEETING OF THE SPECIAL STAFFING AND REMUNERATION COMMITTEE HELD ON MONDAY, 2ND NOVEMBER, 2020, 7.00 – 9.30PM

PRESENT:

Councillors: Dhiren Basu (Chair), Julie Davies (Vice-Chair), Paul Dennison, Yvonne Say and Matt White

1. FILMING AT MEETINGS

It was noted that the meeting was being live streamed on the Council's website.

2. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS (IF ANY)

There were no apologies for absence.

3. URGENT BUSINESS

None.

4. DECLARATIONS OF INTEREST

None.

5. CHANGES TO THE ROLE OF ASSISTANT DIRECTOR CORPORATE GOVERNANCE

Richard Grice, Director of Customers, Transformation and Resources, introduced the report, on behalf of the Chief Executive, as set out in the agenda.

Officers responded to questions from the Committee:

- The purpose of the restructure had been to produce a narrower Monitoring Officer role by moving alignment, however the importance of the role had not been downgraded.
- It was explained that the role of the current Assistant Director of Corporate Governance was wide and varied compared with the same position in other London boroughs.
- It was explained that the Chief People Officer had experience of running an elections team at a neighbouring London borough and therefore it was seen as a strength to the organisation that he could provide a strategic lead in this area.
- Due to the similar line management responsibilities of the new role, it was explained that the restructure did not require consultation. Consultation had however been undertaken with the affected employee.

RESOLVED that the content of the report be noted.

6. HR SENIOR MANAGER RESTRUCTURE IMPLEMENTATION

Dan Paul, Chief People Officer, introduced the report, as set out in the agenda.

Members wished to save their questions for the consideration of agenda item 10.

RESOLVED that the content of the report be noted.

7. CLOSURE OF THE LONDON ENERGY PROJECT (LEP)

Stephen McDonnell, Director of Environment and Neighbourhoods, introduced the report, as set out in the agenda. The report informed members of the closure of the LEP (London Energy Project) and the deletion of the LEP staffing structure.

Officers responded to questions from the Committee:

- The project had been in operation for 10 years and was fully funded by its members via a Memorandum of Agreement (MoA). The funds were ring fenced for LEP use only.
- It was explained that various options had been considered to retain the LEP, including a strategy put in place to close the LEP around the end of April 2000.
- It was confirmed that the LEP was a collaboration with the Council and was a flexible arrangement, as part of a Memorandum of Agreement. It was noted that other organisations provided similar services.

Anthony Tamattris, HR Business Partner, clarified the current position. He reiterated that alternate options had been considered to determine whether the LEP could be retained. It was originally due to close on 31 March 2020 and following a desktop consultation in August 2020 it was concluded that there was no longer an appetite from LEP members to retain the LEP. It was noted that this was the second time that the Head of the LEP had been informed of potential redundancy.

In response to a question regarding the financing of the redundancy package, it was explained that the accumulated balance could be used to meet the costs associated with the closure of the LEP. Therefore, the redundancy payment would be partially met by the LEP members, with the remainder being met by the Council.

Members stressed that it was their duty to ensure that they were considering a genuine redundancy and that they fully understood the decision making process.

RESOLVED that the content of the report be noted.

8. EXCLUSION OF PUBLIC AND PRESS

RESOLVED that the press and public be excluded from the meeting for the consideration of Items 9-11 as they contained exempt information as defined in Section 100a of the Local Government Act 1972 (as amended by Section 12A of the Local Government Act 1985); paragraph 1.

9. CHANGES TO THE ROLE OF ASSISTANT DIRECTOR CORPORATE GOVERNANCE

The Committee considered exempt information pertaining to Item 5 of the agenda.

10. HR SENIOR MANAGER RESTRUCTURE IMPLEMENTATION

The Committee considered exempt information pertaining to Item 6 of the agenda.

11. CLOSURE OF THE LONDON ENERGY PROJECT (LEP)

The Committee considered exempt information pertaining to Item 7 of the agenda.

CHAIR: Councillor Dhiren Basu

Signed by Chair

Date