

PETERLEE TOWN COUNCIL

MINUTES OF THE MEETING OF THE TOWN COUNCIL

HELD IN THE COUNCIL CHAMBER, SHOTTON HALL, PETERLEE

ON MONDAY 19TH FEBRUARY 2018 at 6.30PM

PRESENT:- COUN M A CARTWRIGHT(CHAIR)

Mesdames:- A C Long, K Hawley, K J Duffy & S Simpson

Messrs:- A S H Meikle, S Kirkup, R Kyle, C Watkins, G Carne, T Duffy, R Moore, S Miles, S P Franklin & A Watson

127. Apologies for Absence

Apologies had been submitted from Councillors S McDonnell, A T Wilkinson, J Robinson, L Fenwick **RESOLVED the Council approve the reasons submitted for the absences received on the grounds where given above, and the Councillors' apologies for absence be recorded.**

128. Exclusion of the Press and Public

RESOLVED that in view of the confidential nature of the items to be discussed, the committee passed the formal resolution to exclude the press and public from the meeting, pursuant to the Public Bodies (Admissions to Meetings) Act 1961 & the Local Government (Access to Information) Act, sc12A, Part 1, paragraph 11.

129. Proposed Restructure

Councillor S McGlen declared an interest in this item, and having sought advice from the Town Clerk continued to participate in the meeting.

Members considered a report and presentation from the Town Clerk on the proposed restructuring of the Council's staffing resource.

On the issue of the renaming of the Town Clerk's role, a number of Members felt that the traditional title of Town Clerk was one what should be retained and that the additional title of 'Chief Officer' would be more suitable than the proposed 'Chief Executive Officer'.

Members discussed the overall financial impact of the restructure and the Town Clerk's assurance that the additional expenditure on salaries would be off-set by

additional income and reduced costs, with the intention of recouping the additional costs within the 2017/18 financial year.

Members discussed the proposed changes to Terms and Conditions including Time Off in Lieu (TOIL) and Overtime arrangements. It was noted that one of the key outcomes for the restructure was a reduction in use of and better management of TOIL and overtime in the future.

Members discussed the proposals for slot-ins and ring-fencing into roles as well as the potential for redundancies, which the Town Clerk assured would be avoided if at all possible. It was noted that there were no proposals to offer enhanced early retirement/voluntary redundancy packages as part of the restructure process.

Members were presented with the results of the Equality Impact Assessment for the restructure and noted that the use of job evaluations for every post in the structure provided reassurance that issues relating to pay equality had been considered. It was also noted that team and 1:1 coaching sessions were included in the process as well as additional support and training for staff members who felt the need for support through the selection process.

RESOLVED the contents of the report be noted and approval be given to the proposed restructure, including the launch of the restructure consultation period on 26th February 2018, as per the report and presentation.