

29 March 2018

**To: The Chair and Members of the Chief
Officers' Panel**

Agenda

CHIEF OFFICERS' PANEL

A meeting of the Chief Officers' Panel will be held as follows:

Date: Thursday 5 April 2018
Time: 4.00 pm
**Place: CABINET ROOM, Cumbria House, 107 Botchergate,
Carlisle, Cumbria, CA1 1RD**

Dawn Roberts
Corporate Director – Resources and Transformation

Enquiries and requests for supporting papers to: Nicola Harrison
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Serving the People of Cumbria

MEMBERSHIP

Conservative (2)

Mr J Airey
Mrs H Carrick

Labour (2)

Mrs A Burns
Mr S Young (Chair)

Liberal Democrat (1)

Mr I Stewart

ACCESS TO INFORMATION

Agenda and Reports

Copies of the agenda and Part I reports are available for members of the public to inspect prior to the meeting. Copies will also be available at the meeting.

The agenda and Part I reports are also available on the County Council's website – www.cumbria.gov.uk

Background Papers

Requests for the background papers to the Part I reports, excluding those papers that contain exempt information, can be made to the Legal and Democratic Services Unit at the address overleaf between the hours of 9.00 am and 4.30 pm, Monday to Friday.

A G E N D A

PART 1: ITEMS LIKELY TO BE CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC

1 APOLOGIES

To receive any apologies for absence.

2 EXCLUSION OF PRESS AND PUBLIC

To consider whether the press and public should be excluded from the meeting during consideration of any item on the agenda.

3 DISCLOSURES OF INTEREST

Members are invited to disclose any disclosable pecuniary interest they have in any item on the agenda which comprises

- 1 Details of any employment, office, trade, profession or vocation carried on for profit or gain.
- 2 Details of any payment or provision of any other financial benefit (other than from the authority) made or provided within the relevant period in respect of any expenses incurred by you in carrying out duties as a member, or towards your election expenses. (This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.
- 3 Details of any contract which is made between you (or a body in which you have a beneficial interest) and the authority
 - (a) Under which goods or services are to be provided or works are to be executed; and
 - (b) Which has not been fully discharged.
- 4 Details of any beneficial interest in land which is within the area of the authority.
- 5 Details of any licence (alone or jointly with others) to occupy land in the area of the authority for a month or longer.
- 6 Details of any tenancy where (to your knowledge)
 - (a) The landlord is the authority; and
 - (b) The tenant is a body in which you have a beneficial interest.

- 7 Details of any beneficial interest in securities of a body where
- (a) That body (to your knowledge) has a place of business or land in the area of the authority; and
 - (b) Either –
 - (i) The total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or
 - (ii) If that share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person has a beneficial interest exceeds one hundredth of the total issued share capital of that class.

In addition, you must also disclose other non-pecuniary interests set out in the Code of Conduct where these have not already been registered.

Note

A “disclosable pecuniary interest” is an interest of a councillor or their partner (which means spouse or civil partner, a person with whom they are living as husband or wife, or a person with whom they are living as if they are civil partners).

4 MINUTES

To confirm as a correct record the minutes of the meeting of the Panel held on 13 February 2018.

5 DATE AND TIME OF NEXT MEETING

The next meeting of the Panel is arranged for 19 April 2018 on the rising of the full Council meeting at County Hall, Kendal, Cumbria.

PART 2 ITEMS TO BE CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC

6 RESTRUCTURE OF THE EXTENDED LEADERSHIP TEAM

To consider a report from the Chief Executive.

7 PROPOSAL FOR VOLUNTARY SEVERANCE ARISING FROM RESTRUCTURING OF THE EXTENDED LEADERSHIP TEAM

To consider a report from the Chief Executive

CHIEF OFFICERS' PANEL

Minutes of a meeting of the Chief Officer's Panel held on 13 February 2018, in the Chairman's Room, Cumbria House, Botchergate, Carlisle at 11.00am.

PRESENT

Stewart Young (Chair)
James Airey
Anne Burns

Hilary Carrick
Ian Stewart

ALSO IN ATTENDANCE:

Katherine Fairclough, Chief Executive, Cumbria County Council
Luci Robb, Senior Manager - People Management

7 APOLOGIES

No apologies for absence were received.

8 EXCLUSION OF PRESS AND PUBLIC

RESOLVED that, under Section 100A of the Local Government Act 1972 the press and public be excluded from the meeting during consideration of Agenda item 4 Reshaping Principles and Proposed Restructure of the Extended Leadership Team and Agenda item 5 Minutes, on the grounds that they involve the likely disclosure of exempt information as defined under Part 1 of Paragraph 1 of the Act – information relating to any individual.

9 DISCLOSURES OF INTEREST

There were no disclosures of interest made at the meeting.

10 RESHAPING PRINCIPLES AND PROPOSED RESTRUCTURE OF THE EXTENDED LEADERSHIP TEAM

A report from the Chief Executive was tabled and considered which set out the proposals for the redesign of the Extended Leadership Team (ELT). The Panel was advised that members had the delegated authority to appoint and determine the terms and conditions of appointment of Corporate Directors and statutory officers.

The Panel adjourned to consider the details of the report and reconvened to discuss the proposals and recommendations.

The Chief Executive advised the Panel that consultation had been undertaken with ELT in respect of new operating models, which in turn had informed a proposed structure for the senior team. In accordance with the Council's Management of Change procedure, it would be necessary to commence a 30 day consultation process which would commence on 21 February 2018.

The Panel was advised that following the consultation, a further report would be presented at a future meeting which would outline the recommended pay structure and implementation process.

RESOLVED that

- 1 The report be noted.
- 2 Consultation would commence and a further report would be presented to the Chief Officer Panel, following the close of consultation, which would outline the recommended pay structure and implementation process.
- 3 The Chief Officer Panel would reconvene to appoint the Executive Directors and Statutory Officers.

11 MINUTES

RESOLVED that the Minutes of the previous meeting held on 11 July 2017 be agreed and signed by the Chair.

12 DATE AND TIME OF NEXT MEETING

The next meeting of the Panel would be determined by the timetable for consultation.

The meeting concluded at 12.55 pm

Agenda Item 6

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

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Agenda Item 7

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

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