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## **Employment Panel**

**Report of the meeting held on 16th September 2008**

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### **Matters for Information**

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#### **4. LEISURE CENTRES RE-STRUCTURING**

For the purposes of consultation with affected staff, the Panel has approved an indicative management structure for the Leisure Centre Service. The proposed arrangements are designed to improve the levels of co-ordination and cohesion across the five sites and to develop the Centres as a stronger, more unified service. The proposals are also intended to establish a management structure which will be better placed to achieve significant savings targets which have been set over the next few years.

In particular, under the revised structure, specific responsibilities will be aligned to individual managers in an attempt to reduce duplication of effort, improve efficiency and enable further service and business improvements to be brought forward.

#### **5. REQUESTS TO FILL VACANT POSTS**

The Panel has considered the circumstances applicable to a number of vacancies across the Council's Directorates and has authorised the HR Manager to recruit to the following posts:-

- ◆ Corporate ICT Systems Officer;
- ◆ Assistant Engineer
- ◆ Training & Development Advisor; and
- ◆ Environmental Protection Officer.

The Panel has also authorised the HR Manager to recruit to any subsequent posts vacated as a result of internal promotion to these posts.

#### **6. RETIREMENT OF PERSONNEL - ACKNOWLEDGEMENTS**

The Panel has placed on record its recognition of, and gratitude for, the excellent contributions made by the following employees during their employment in the local government service and conveyed its best wishes to them for a long and happy retirement.

<b>Name</b>	<b>Directorate</b>	<b>Local Government Service</b>
Mrs S Nesbitt	Commerce & Technology	37 years
Mr A Strand	Environmental & Community Services	4 years
Mrs A Davies	Environmental & Community Services	4 years

*(The following items were considered as confidential items under paragraph 1 of Part 1 of schedule 12A to the Local Government Act 1972)*

**7. CUSTOMER SERVICE TEAM:  
TECHNICAL SENIOR ADVISOR POST**

As a consequence of recent changes to staff working hours and the changing requirements of the District Council's Call Centre, the Panel has approved a proposal to create a post of Senior Technical Advisor at the Centre. The new position will be responsible for systems and management support and providing performance management statistics and information. The cost of the post would be met by the deletion of another post in the call centre establishment.

**8. APPOINTMENT OF CORPORATE DIRECTOR,  
CENTRAL SERVICES**

With the assistance of a report prepared by the Consultants who had been employed to manage the recruitment process to the vacant position of Director of Central Services, the Panel has approved a number of recommendations to facilitate a successful appointment, including a move to spot salaries and changes to the arrangements for performance related pay for the post. The Panel had previously authorised the Head of HR and Payroll to recruit to the post at their meeting in June (Item No. 2 refers). In the light of market conditions relating to Chief Officer salaries, the Panel has also agreed to implement the proposals for the Chief Executive and existing Directors from 1st April 2009.

The Panel has also suggested that the same consultants be commissioned to prepare the annual report received at the Employment Panel in the New Year to facilitate Officer salary negotiations for 2009/10.

Mrs B E Boddington  
Chairman