



Borough of Tamworth

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APPOINTMENTS AND STAFFING COMMITTEE

16 January 2019

Dear Councillor

A meeting of the Appointments and Staffing Committee will be held in **Committee Room 1 - Marmion House on Monday, 28th January, 2019 at 6.00 pm**. Members of the Committee are requested to attend.

Yours faithfully

A handwritten signature in black ink, appearing to be 'AJS', followed by a long horizontal line.

CHIEF EXECUTIVE

A G E N D A

NON CONFIDENTIAL

1 Suspension of Committee Procedure Rules

To consider suspending the procedure rule regarding substitution of Members for the meeting by passing the following resolution:

That the rule in the Constitution that prevents the substitution of Members on the Appointments and Staffing Committee be suspended for this meeting.

2 Apologies for Absence

3 Minutes of the Previous Meeting (Pages 3 - 4)

4 Declarations of Interest

To receive any declarations of Members' interests (pecuniary and non-pecuniary) in any matters which are to be considered at this meeting.

When Members are declaring a pecuniary or non-pecuniary interest in respect of which they have dispensation, they should specify the nature of such interest. Members should leave the room if they have a pecuniary or non-pecuniary interest in respect of which they do not have a dispensation.

5 Exclusion of the Press and Public

To consider excluding the Press and Public from the meeting by passing the following resolution:-

"That in accordance with the provisions of the Local Authorities (Executive Arrangements) (Meeting and Access to Information) (England) Regulations 2012, and Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting during the consideration of the following business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1, 2, 3 and 4 of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public"

At the time this agenda is published no representations have been received that this part of the meeting should be open to the public.

6 Organisational Review January 2019 (Pages 5 - 130)

(Report of the Chief Executive and Head of Paid Service)

People who have a disability and who would like to attend the meeting should contact Democratic Services on 01827 709264 or e-mail committees@tamworth.gov.uk preferably 24 hours prior to the meeting. We can then endeavour to ensure that any particular requirements you may have are catered for.

To Councillors: D Cook, Dr S Peple, S Claymore, R Pritchard and M Cook



**MINUTES OF A MEETING OF THE
APPOINTMENTS AND STAFFING
COMMITTEE
HELD ON 25th APRIL 2018**

PRESENT: Councillor D Cook (Chair), Councillors R Pritchard (Vice-Chair),
Dr S Peuple, P Standen and M Thurgood

The following officers were present: Andrew Barratt (Chief Operating Officer),
Anica Goodwin (Head of Paid Service) and Zoe Wolicki (HR Manager)

20 APOLOGIES FOR ABSENCE

There were no apologies

21 MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 13 February 2018 were approved and signed
as a correct record.

(Moved by Councillor Dr S Peuple and seconded by Councillor M Thurgood)

22 DECLARATIONS OF INTEREST

Declarations of Interest were received from Councillor P Standen stating he was
related to an officer of the Council

23 ANNUAL PAY POLICY & GENDER REPORTING

The report details Tamworth Borough Council's Pay Policy Statement so that
statutory guidance as set out in S38 of the Localism Act is adhered to.

RESOLVED: The Committee:-
approved the Pay Policy Statement 2018 to be presented to
Full Council for adoption and publication in line with the
Localism Act 2011.

(Moved by Councillor R Pritchard and seconded by Councillor M Thurgood)

24 EXCLUSION OF THE PRESS AND PUBLIC

In accordance with the provisions of the Local Authorities (Executive Arrangements) (Meeting and Access to Information) (England) Regulations 2012, and Section 100A(4) of the Local Government Act 1972, the Press and Public be excluded from the meeting during the consideration of the following business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public.

(Moved by Councillor D Cook and seconded by Councillor P Standen)

25 SENIOR MANAGEMENT REVIEW

Approval from Members for the implementation of a proposed senior management structure for Tamworth Borough Council.

The proposal establishes a permanent organisational structure that delivers the Corporate Plan and strategic objectives. Additionally, it embraces the challenges of the future and the changes facing local government and delivers significant savings to the General Fund (GF) and Housing Revenue Account (HRA) with no reduction in front line service.

Reducing the numbers of Senior Management and deliver the £130k Senior Management Review (SMR) saving included within the Medium Term Financial Strategy (MTFS) and provide additional savings towards the longer term GF MTFS shortfall of c. £2m (as well as savings within the Housing Revenue Account).

An additional role was added to Appendix C.

(Moved by Councillor D Cook and seconded by Councillor R Pritchard)

Chair

By virtue of paragraph(s) 1,2,3,4 of Part 1 of Schedule 12A of the Local Government Act 1972.

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