

## **SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL**

At a meeting of the Transformation Committee held on  
Wednesday, 19 April 2006 at 2.00 p.m.

PRESENT: Councillor SGM Kindersley – Chairman

Councillors: Dr DR Bard JD Batchelor  
NN Cathcart RT Summerfield

Officers: John Ballantyne Chief Executive  
Susan Gardner Craig Human Resources Manager

Councillors RE Barrett, RF Bryant, Mrs A Elsby, R Hall, Mrs EM Heazell, CR Nightingale, A Riley, Mrs DP Roberts, Mrs DSK Spink, Dr SEK van de Ven and TJ Wotherspoon were in attendance, by invitation.

Apologies for absence were received from Councillors Mrs HF Kember and Mrs CAED Murfitt.

### **1. MINUTES**

The Minutes of the meeting held on 20 March 2006 were confirmed as a correct record.

### **2. EXCLUSION OF PUBLIC**

The Committee **RESOLVED** not to exclude the public from the remainder of the meeting.

### **3. CHIEF EXECUTIVE POST**

The Chairman reported and confirmed that several options regarding the appointment of a Chief Executive had been discussed with both Members and officers, with the outcome that in order to give South Cambs residents value and a Council fit for purpose, he recommended that the current Finance and Resources Director be offered a one-year Fixed Term Contract, commencing in July.

As a result of this consideration, the Medium Term Financial Strategy approved by Council on 23 February had been revised to take into account the appointment of the Finance and Resources Director for one year in the CEO post and the assimilation of the current Housing and Environmental Health Director in the Executive Director post. The revised figures showed an increase in savings to £406,000. Papers showing both sets of figures were tabled at the meeting.

One Member expressed reservations on how the savings could be implemented; the Chairman responded that due to investment in IT, the exercise should not prove difficult. Another Member reiterated his continued doubts about the formation of a two-tier Management Team system, but was happy to support the interim proposal.

Several Members raised the issue of Section 151 financial responsibility and the need to continue negotiations on its location, together with the involvement of the Employment Committee in the future recruitment process of the Chief Executive.

The Chairman confirmed that both these issues would be addressed at the appropriate time.

In conclusion and by a unanimous vote, the Committee

- (a) **RECOMMEND TO COUNCIL** that
- (i) the appointment of Mr GJ Harlock, current Finance and Resources Director, as Chief Executive/Head of Paid Service/Section 151 Officer for one year from 1 July 2006 to 30 June 2007 be approved;
  - (ii) the fixed term contract be extendable by mutual consent of the Council and Mr Harlock; and
  - (iii) the terms and conditions of such appointment, including as to remuneration, are to be agreed between Mr Harlock and the Chairman of the Transformation Committee, taking professional advice as appropriate from the current Chief Executive/Head of Paid Service.
- (b) **REAFFIRMED** the approval by Council on 23 February 2006 of the Medium Term Financial Strategy, which included the business proposal from Mouchel Parkman that the salaries of the posts of the new Chief Executive and Executive Director be increased by 10%.

#### 4. **RESTRICTIVE COVENANT**

The Committee **AGREED** that restrictive covenants did not need to be included in the compromise agreements.

#### 5. **CONSULTANCY INPUT TO BUSINESS PROCESS RE-ENGINEERING**

Consideration was given to the proposal from a consultant to support and assist in the Business Process Re-engineering; this offer was declined by Members on financial grounds and for other options to be considered. The Committee were however mindful of the urgency to implement the process and

**AGREED** that the Chief Executive be urged to initiate the recruitment process to enable the business process review exercise to proceed.

#### 6. **DATE OF NEXT MEETING**

Future meetings would be arranged when required to monitor the Business Process Re-engineering exercise. It was not anticipated that a meeting would be held before consideration of Committee membership at Annual Council on 25 May 2006.

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**The Meeting ended at 3.15 p.m.**

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