

SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL

Minutes of a meeting of the Cabinet held on
Monday, 18 November 2019 at 10.00 a.m.

PRESENT: Councillor Bridget Smith (Leader of Council)
Councillor Dr. Aidan Van de Weyer (Deputy Leader of Council (Statutory))

Councillors:	Neil Gough	Deputy Leader
	Bill Handley	Lead Cabinet Member for Environmental Services and Licensing
	Dr. Tumi Hawkins	Lead Cabinet member for Planning
	Hazel Smith	Lead Cabinet member for Housing
	John Williams	Lead Cabinet member for Finance

Officers in attendance for all or part of the meeting:

Jonathan Malton	Cabinet Support Officer
Rory McKenna	Deputy Head of Legal Practice
Ian Senior	Democratic Services Officer
Liz Watts	Chief Executive

Councillors Anna Bradnam, Grenville Chamberlain and Dr. Douglas de Lacey were in attendance, by invitation.

1. APOLOGIES FOR ABSENCE

There were no Apologies for Absence.

2. DECLARATIONS OF INTEREST

There were no declarations of interest.

3. ANNOUNCEMENTS

There were no announcements.

4. EXCLUSION OF PRESS AND PUBLIC

By affirmation, Cabinet **resolved** that the press and public be excluded from the meeting during consideration of item 5 (Senior Management Restructure) in accordance with the provisions of Section 100(a)(4) of the Local Government Act 1972 (exempt information as defined in paragraphs 1, 2 and 4 of Schedule 12A (as amended) of the Act).

Paragraph 1 refers to information relating to any individual.

Paragraph 2 refers to information which is likely to reveal the identity of an individual.

Paragraph 4 refers to information relating to any consultations or negotiations, or contemplated negotiations, in connection with any labour relations matter arising between the authority, or a Minister of the Crown and employees of, or office holders under, the authority.

5. SENIOR MANAGEMENT RESTRUCTURE

Cabinet considered a report from the Chief Executive.

The Chief Executive verbally summarised the briefing sessions that had taken place and gave a verbal report on discussion that took place at the Employment and Staffing Committee meeting held on 14 November 2019.

Referring to the drivers for change highlighted in the report, Councillor Dr. Douglas de Lacey requested that the talents of every individual should be rewarded, and that staff should feel valued. The Chief Executive agreed with this point.

The Leader thanked the Chief Executive for the purposeful way in which the restructure had been conducted.

Cabinet

- a. **noted** the verbal feedback from the Employment and Staffing Committee meeting held on 14 November 2019;
- b. **approved** the proposed structure and noted the outline process set out in the report from the Chief Executive, starting with a 30-day consultation with those staff directly affected; and
- c. **delegated** authority to the Head of Paid Service (the Chief Executive) to make minor amendments to the structure where necessary, following the 30-day consultation, in consultation with Chair of the Employment and Staffing Committee and the Leader of the Council.

**The Meeting ended at 10.18
a.m.**
