

## Workforce Panel held on 22<sup>nd</sup> September 2020 Via Ms Teams

Meeting commenced: 3:30pm

Meeting ended: 4:25pm

### PRESENT

Councillor Bill Hinds (in the chair)

City Mayor Paul Dennett and Councillors Bentham, Boshell, Hinds, Kelly and Lancaster.

### OFFICERS

Muna Abdel-Aziz – Director of Public Health

Sam Betts – Assistant Director Human Resources & Organisational Development

Vanessa Brockbank – HR Business Partner

Debbie Brown – Strategic Director of Service Reform

Steven Fry – Assistant Director Digital & Customer Services

Steve Hulme – Strategic HR Manager

Carol Eddleston – Senior Democratic Services Advisor

#### 1. Apologies for Absence

Apologies for absence were submitted on behalf of Councillors Antrobus, Merry and Reynolds, and Jim Taylor, Chief Executive.

#### 2. Declarations of Interest

There were no declarations of interest.

#### 3. Minutes of Proceedings

The minutes of the meeting held on 11<sup>th</sup> August 2020 were approved as a correct record.

#### 4. Project X ICT Redesign

Councillor Hinds introduced the item by highlighting a few key points of the report. The proposed redesign was intended to deliver a service that was fit for purpose to meet the needs of a contemporary, digitally leading authority and align service delivery to the needs of the directorate business plans across the authority. 36 roles would be streamlined to 18, 41% of employees would receive an increase in pay, there would be no loss of pay in any substantive post and there would be four new graduate posts. At a recent meeting with Trades Union representatives, Councillors Hinds and Bentham had been asked to consider asking Workforce Panel to delay the decision on the proposed redesign but at this stage but that would be for the wider panel to consider.

The Strategic Director of Service Reform presented the report in more detail and responded to member questions and observations. She explained that the ICT operating model had not been reviewed since 2014 and the service was currently operating with a significant budget deficit of £580k as a result of previously unachieved savings and loss of business from Salix Homes. The proposed new structure and roles had been co-designed with the input of employees across the service, stakeholders and customers, with more than 100 cumulative hours spent focused on employee involvement and engagement.

Trades Union representatives had been concerned that compulsory redundancies could not be ruled out until roles were allocated but the Strategic Director confirmed that there would be no

compulsory redundancies and no negative impact on substantive grades. There were sufficient posts in the proposed redesign and current staff would be made aware of their roles before any external recruitment was initiated. Of two officers had been acting up to a more senior role temporarily one would be affected but would receive financial compensation for 12 months and would be alerted to any vacancies at the higher substantive grade.

The IT industry generally had traditionally been a male dominated environment and, in considering the redesign of Salford's ICT services, it had been clear that there had been a gender imbalance in the past. This had been one of the themes emerging from the consultation process and the redesign took this into consideration and did not perpetuate any negative impact on the gender imbalance. Consultation responses about culture in the service would be addressed although inclusion had never been an area of concern highlighted in Annual Survey results.

It was proposed that 11 applications for Voluntary Early Retirement / Voluntary Severance should be approved. Nine of these applications were from women and one of the factors was the imminent £95k cap on exit packages. Exit interviews would be conducted with all leavers and workshops were taking place with HR and the Equalities team to explore any concerns raised.

A collaboration that was in place with Liverpool City Council (LCC) to deliver SAP services was due to end at the end of March 2021. This arrangement had provided funding for the equivalent of 4 full time employees in the SAP team and, without a review and redesign of service delivery, a number of employees assigned to this contract would inevitably be affected with a TUPE transfer to the new LCC SAP provider to protect their continued employment. Salford City Council was currently reviewing a request from LCC to extend the arrangement but was confident that it had sufficient capacity to continue to deliver for LCC and also to deliver a new infrastructure and fully managed desktop service to Salford Clinical Commissioning Group.

Any delay to a decision to implement the redesign would exacerbate the current deficit and many staff had made it known that they were keen for implementation to proceed. Issues raised around gender and culture were being taken very seriously and regular discussions with Trades Unions and Stewards would continue. As was always the case, the redesign would be kept under review and arrangements revised if circumstances changed or new opportunities presented themselves. With all this in mind members of Workforce Panel were happy for implementation to proceed without any delay.

RESOLVED, THAT: the proposed changes to the ICT division and Digital Services within the Service Reform Directorate be approved.

## 5. Public Health Leadership Changes

The Director of Public Health presented the report which set out the proposed approach to increasing senior capacity within the Public Health function through the appointment of a Public Health Consultant. This additional post would provide the lead on health and care public health, mental health, suicide and cancer prevention and tackling health inequalities. This was in addition to providing additional support to the current response across the city to the Covid-19 national pandemic and recovery plans.

The Assistant Director HR &OD confirmed that the Public Health Consultant post had been evaluated under the job evaluation scheme for Local Government Chief Officers and Senior Managers as within Band E of the agreed senior pay structure. It was one of the responsibilities of the Workforce Panel to establish an Appointment Panel for the recruitment and appointment to external posts at this level and to determine whether appointments to such posts should be made by an all officer panel

or a mixed panel of officers and Members. In making the appointment of Public Health Consultant the appointment panel would act jointly with the Secretary of State for Health.

The Director of Public Health confirmed that in 2020/21 Salford Council received an increase in public health funding and a proportion of this uplift had been earmarked to meet the cost of this additional Public Health consultant post. The level of public health funding for 21/22 onwards had not currently been confirmed but the Director asserted that investment in this role was an investment to save as it would ensure leadership and delivery of key responsibilities including primary care commissioning and healthcare to lead to cancer prevention, mental health promotion and developing primary care networks.

RESOLVED, THAT:

- 1) That the Workforce Panel agree to the creation of an additional post of Public Health Consultant as outlined in the report.
2. That the Workforce Panel agree the membership of the appointment panel for the post of Public Health Consultant.
3. That the Workforce Panel approve that the appointment panel be delegated to agree the final details of the recruitment and selection arrangements as follows:
  - (a) Agree the role profile for the Public Health Consultant in consultation with the Faculty of Public Health.
  - (b) Agree an external recruitment approach.
  - (c) Agree the detail of the selection process.
  - (d) Agree the use of external executive search and support for the process.
  - (e) Appoint a suitable candidate and notify Cabinet Members allowing any objections to the offer to the City Mayor.