

CHESHIRE EAST COUNCIL

Minutes of a meeting of the **Cabinet Member for Resources**
held on Wednesday, 24th March, 2010 at Committee Suite 3, Westfields,
Middlewich Road, Sandbach CW11 1HZ

PRESENT

Councillor Frank Keegan, Cabinet Member for Resources

Officers

Paul Bradshaw, Head of HR and Organisational Development
Julie Davies, HR Strategy Manager
Paul Mountford, Legal and Democratic Services

4 DECLARATIONS OF INTEREST

No interests were declared.

5 PUBLIC SPEAKING TIME/OPEN SESSION

There were no members of the public present.

6 MINUTES OF PREVIOUS MEETING

RESOLVED

That the minutes of the meeting held on 30th December 2009 be approved as a correct record.

7 NOTICE PERIODS FOR JNC CHIEF OFFICERS

The Cabinet Member considered a proposed change to the notice periods of Chief Officers employed by Cheshire East Council.

The Council's terms and conditions currently mirrored the legacy Cheshire County Council terms and conditions and did not reflect good practice elsewhere in the public and private sectors of offering equal periods of notice on either side. Current notice periods ranged from zero to 12 weeks' notice with continuous service.

In order that the Council continued to attract and retain employees in key management and leadership roles in an increasingly competitive market., it was proposed that for Chief Officers, the notice period become 3 months on either side.

RESOLVED

That the notice periods for JNC Chief Officers (grade 13 and above) become 3 months on either side, in line with the Conditions of Service stated in the Chief Officer Handbook and recognised good practice across the public and private sectors.

8 RELOCATION ASSISTANCE FOR EXTERNAL APPOINTEES

The Cabinet Member considered a proposed amendment to the policy on Relocation Expenses for External Candidates for Cheshire East.

A number of the initial and senior appointments to Cheshire East Council had attracted external candidates who, potentially, would be required to relocate to the area if appointed. As an interim solution, the new Cheshire East Policy had been adapted from the existing County Council Policy and only allowed for assistance towards expenditure arising from a move (from temporary accommodation to a permanent home, as well as for the initial move to temporary accommodation), provided that the second move occurred within 12 months of the first move.

In the current economic climate, with its effects on the housing market, it could be perceived to be restrictive and unrealistic to expect a new appointee to achieve a sale and purchase within a 12 month period, irrespective of whether they had chosen to rent temporary accommodation as a short term solution. It was proposed, therefore, that the time limit allowed within the policy to achieve a permanent house move be amended from one year to two years.

RESOLVED

That the Relocation Expenses for External Candidates Policy be amended to increase the time limit allowed for a permanent house move from one year to two years.

The meeting commenced at 2.30 pm and concluded at 2.50 pm

Councillor Frank Keegan (Cabinet Member)