



RHONDDA CYNON TAF

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

RECORD OF DECISIONS OF THE EXECUTIVE

DECISION MADE BY: Cabinet DATE DECISION MADE: 23rd September, 2014

Agenda Item 6

SUBJECT:

Review of the Council's Senior Management Structure

Cabinet Members Present County Borough Councillors:

A.Morgan (Chairman), P.Cannon, R.Bevan, A.Crimmings, M.Forey,
E.Hanagan, G.Hopkins, K.Montague and M.Webber

Other Members in Attendance County Borough Councillors:

P.Jarman, M.Powell, L.Walker, M.Weaver and E.Webster

1. DECISION MADE:

Following consideration of the report of the Chief Executive containing exempt information as defined in paragraph 13 of Part 4 of Schedule 12A of the Local Government Act, 1972 (as amended), namely information which is likely to reveal the identity of an individual, it was **Agreed** –

1. To approve the proposed revised Directorate structures, which will achieve overall annual savings on Chief Officer positions in excess of one million pounds (inclusive of on costs) subject to the necessary consultation process.
2. To authorise the Chief Executive, in conjunction with the Director of Human Resources to commence the consultation process in accordance with the Council's agreed Managing Change Policy and, subject to 3 below, implement the proposals.
3. Subject to 1 above and completion of the consultation process referred to at 2 above, where necessary refer the terms and conditions and remuneration of the posts included in the proposed revised Directorate's structure to the Appointments Committee and/or Council as appropriate.
4. To note that consequential changes will be required to the Council's Constitution.

Note: With the permission of the Chairman, the questions raised by County Borough Councillor P.Jarman in relation to this matter were duly responded to by the Chief Executive and the Director of Human Resources.

2. REASON FOR THE DECISION BEING MADE:

- The need for Cabinet to approve the implementation of the Chief Executive's proposals for a revised Senior Management structure across the Council's Directorates which will result in savings being achieved.

3. CONSULTATION UNDERTAKEN PRIOR TO DECISION BEING MADE:

- Report to Appointments Committee – 22nd July, 2014.
- Report to Council- 23rd July, 2014.

4. PERSONAL INTERESTS DECLARED:

- In accordance with the Code of Conduct, County Borough Councillor E.Hanagan declared a personal and prejudicial interest in this matter as a member of her family is employed by the Council and is positioned in the structure. Councillor Hanagan left the meeting when the matter was discussed and voted upon.
- The following Officers declared personal and pecuniary interests in this matter and left the meeting when the matter was discussed and voted upon:
 - Mr.C.Bradshaw –Director of Education and Lifelong Learning
 - Mr.G.Isingrini – Group Director, Community and Children’s Services
 - Ms.J.Cook – Director of Regeneration and Planning
 - Mr.P.Mee – Service Director, Public Health and Protection
 - Mr.N.Wheeler – Service Director, Streetcare
 - Mr.C.Hanagan – Head of Strategy, Public Relations and Tourism.

5. DISPENSATION TO SPEAK (AS GRANTED BY STANDARDS COMMITTEE):

N/A

6. (a) IS THE DECISION URGENT AND NOT TO BE THE SUBJECT OF ANY CALL-IN BY THE OVERVIEW AND SCRUTINY COMMITTEE:

YES NO ✓

Note: This decision will not come into force and may not be implemented until the expiry of 5 clear working days after its publication i.e. **Wednesday, 1st October, 2014** to enable it to be the subject to the Call-In Procedure in Rule 17.1 of the Overview and Scrutiny Procedure Rules.

6. (b) IF YES, REASONS WHY IN THE OPINION OF THE DECISION-MAKER THE DECISION IS URGENT:

N/A

6. (c) SIGNATURE OF MAYOR OR DEPUTY MAYOR OR HEAD OF PAID SERVICE CONFIRMING AGREEMENT THAT THE PROPOSED DECISION IS REASONABLE IN ALL THE CIRCUMSTANCES FOR IT BEING TREATED AS A MATTER OF URGENCY, IN ACCORDANCE WITH THE OVERVIEW AND SCRUTINY PROCEDURE RULE 17.2:

N/A

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(Mayor)

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(Dated)



24th September, 2014

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(Proper Officer)

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(Dated)