



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

RECORD OF DECISIONS OF THE EXECUTIVE

DECISION MADE BY: Cabinet DATE DECISION MADE: 3rd March, 2016

Agenda Item 7

SUBJECT:

Review of the Council's Senior and Associated Management Post Structure

**Cabinet Members Present
County Borough Councillors:**

A.Morgan (Chairman), R.Bevan, A.Crimmings, M.Forey, E.
Hanagan, G. Hopkins K. Montague, J. Rosser & M Webber.

**Other County Borough Councillor(s)
in Attendance:-**

T Leyshon & P Jarman

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. That from the 1st April 2016 and the 1st July 2016 respectively, the revised directorate structures shown at Appendices 2(i), 2 (ii), 2(iii), 2(iv.a) and 2(iv.b) of the report be implemented.
2. To note that these combined implementations will achieve an overall estimated new annual saving of £277,778 (inclusive of on-costs) at the Chief Officer and an associated GR15 (Extended Senior Management Team) grade levels, subject to the necessary staff consultation process;
3. To note that emanating from the proposal above (1), Cabinet will be authorising:-
 - The creation of the post of Head of Service – Safeguarding & Standards (Head of Service Level 1)
 - The creation of the post of Head of Service – Assessment & Care Planning (Head of Service Level 1)
 - The creation of the post of Head of Service – Communities & Prosperity (Head of Service Level 2)
 - The creation of the post of Head of Service – Customer care (Head of Service Level 1)
 - The creation of the post of Head of Service – ICT (Head of Service Level 1)
 - The creation of the post of Head of Service – Payroll, Pensions & Payments (Head of Service Level 1)
 - The creation of the post of Head of Services – Finance Services (x3) (Head of Service Level 1)
 - The creation of the post of Head Service – Highways & engineering (Head of Service Level 1)
 - The creation of the post of Head of Service – Streetcare (Head of Service Level 1)
4. To note that subject to the approval of the Council's Appointment's Committee the following posts to be deleted from the Council's structure as proposed within the report:-
 - Director – Customer Care & ICT (Director – Level 2)
 - Service Director – Adult Services (0.4 FTE) (Service Director – Level 1)
 - Service Director - Legal Services (Service Director – Level 1)
 - Head of Education & financial Reporting (Head of Service – Level 1)
 - Head of Corporate & Mgt Accounting (Head of Service Level 1)
 - Head of Community & Children's Finance (Head of Service – Level 1)

- Head of Operational Procurement (Head of Service Level 2)
 - Head of Prevention (Head of Service – Level 2)
 - Head of Safeguarding & Standards (Head of Service – Level 2)
 - Head of Assessment & Care Planning (Head of Service – Level 2)
 - Head of Customer Care (Head of Service – Level 2)
 - Head of ICT (Head of Service – Level 2)
 - Head of Cultural Services (Head of Service – Level 2)
 - Head of Streetcare (Head of Service – Level 2)
 - Head of Legal - Democratic & Corporate (Head of Service – Level 2)
 - Head of Service – Level 2 post within Legal Services (actual post title to be confirmed following change management process).
5. That from Autumn 2016 the proposed revised directorate structures shown at Appendices 3(i), 3(ii), 3(iii), 3(iv.a) and 3(iv.b) be implemented, which will achieve an overall estimated new annual saving of £80,977 (inclusive of on costs) at the Chief Officer grade level, subject to the necessary staff consultation process.
6. To note that emanating from the proposal outlined above (5), Cabinet will be authorising:-
- The creation of the post of Head of Legal Services (covering Corporate, Democratic Services, Information Governance, Elections & Business Support) – (Head of Service Level1). This post will also undertake the role of Deputy Monitoring Officer.
 - The Creation of the post of Head of Legal Services (covering Litigation, Planning & Environment, Community & Children's) – (Head of Service Level 1)
7. To authorise the Chief Executive, in conjunction with the Director, of Human Resources, to commence the staff consultation process in accordance with the Council's agreed Managing Change Policy and, subject to below (2.6 of the report), implement the proposals.
8. That subject to the completion of the consultation process referred to above (2.6 of the report), then where necessary refer the matter of the terms and conditions of employment and remuneration of the posts included in the proposed revised directorate's structure as at Appendices 2(i) to (iv.b) and 3(i) to (iv.b) to the Appointments Committee and/ or full Council as appropriate.
9. To note that consequential changes will be required to the Council's Constitution in terms of the removal and creation of the chief Officer posts.

N.B With the permission of the Chairman, County Borough Councillor P Jarman spoke on this item.

2. REASON FOR THE DECISION BEING MADE:

- The need for Cabinet to approve the implementation of the Chief Executive's proposals in respect of the implementation of a third phase of proposed revisions to the Council's Senior and Associated Management Structure which will bring total savings in this area to over £2m.

3. CONSULTATION UNDERTAKEN PRIOR TO DECISION BEING MADE:

- N/A

4. PERSONAL INTERESTS DECLARED:

- County Borough Councillor E Hanagan declared the following personal and pecuniary interest and left the meeting when the item was discussed and voted upon:- " I am related to a Member of the Senior Management Structure whose post is reflected in the report"

The following officers declared a personal and pecuniary interest in this matter and left the meeting when the matter was discussed and voted upon:

- Mr C Lee – Group Director, Corporate & Frontline Services
- Mr C Jones – Service Director, Legal & Democratic Services
- Mr B Davies - Director, Financial Services
- Ms E Thomas – Interim Director, Education & Lifelong Learning
- Mr C Hanagan – Service Director, Cabinet & Public Relations.

The following officers declared personal and pecuniary interests in this matter but remained present whilst the report was considered in order to advise Cabinet:-

- Mr C Bradshaw – Chief Executive
- Mr T Wilkins – Director, Human Resources

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. **11th March 2016** 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)

.....
(Dated)



.....
(Proper Officer)

03.03.16
(Dated)