

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

APPOINTMENTS COMMITTEE

Minutes of the meeting held at the County Borough Council Offices, The Pavilions, Clydach Vale on Monday, 27 October 2014 at 10 a.m.

PRESENT

County Borough Councillor (Mrs) T.Bates - in the Chair

County Borough Councillors

S.Lloyd, A.Morgan and M.O.Weaver and M.Webber

Officers in Attendance

Mr.S.Merritt – Chief Executive
Mr.T.Wilkins – Director, Human Resources
Mr.R.Evans – Human Resources Manager

6 DECLARATIONS OF INTEREST

There were no declarations of personal interests in matters pertaining to the agenda.

7 MINUTES

RESOLVED to approve as an accurate record, the minutes of the meeting of the Appointments Committee held on 22 July 2014.

8 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED that the press and public be excluded from the meeting under Section 100A(4) of the Local Government Act 1972 (as amended) for the next item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 13 of Part 4 of Schedule 12A of the Act namely, information which is likely to reveal the identity of an individual. Transparency in the conduct of Local Authority business is desirable, however, there is a risk that individual employees could be identified from the item to be discussed and considered, consequently, it is considered that the public interest in maintaining the exemption outweighs the public interest in disclosing information.

9 REVIEW OF THE COUNCIL'S SENIOR MANAGEMENT STRUCTURE

The Committee considered the joint report of the Chief Executive and the Director, Human Resources which provided Members with the outcome of a review of the Council's Senior Management Structure

including the resulting savings and sought the Committee's consideration of some of the recommendations emanating from the review.

Members were advised that the outcome of the review of all Senior Management positions across the Council had been approved by the Cabinet on 23 September 2014, subject to completion of a consultation process with affected staff. The revised Senior Management Structure was attached to the report as Appendix 1.

Whilst Cabinet determined the Senior Management arrangements of the Council, it could not determine the terms and conditions of the employment of Chief Officers as this was a function delegated to the Appointments Committee or determined by full Council itself. The Committee was, therefore, requested to determine the remuneration and terms and conditions of employment of the posts included in the new structure (where appropriate) in accordance with the Officer Employment Procedure Rules.

Members noted that in accordance with the Officer Employment Procedure Rules appointments to Heads of Service – Level 1-2 and Heads of Service (Soulbury) posts were the responsibility of the Head of Paid Service and other Chief Officers in conjunction with the Director, Human Resources.

Following a discussion, it was **RESOLVED** –

- (1) To recommend to Council that Mr.Christopher Lee undertake the role of deputy to the Chief Executive, assuming responsibility during any period of absence of the Chief Executive, effective from 1st November 2014.
- (2) In accordance with the Council's Change Management Policy, as Mr.Nigel Wheeler has a strong employment claim against the revised role, he be directly assigned to the post of Director – Highways and Streetcare Services (Director – Level 2), effective from 1st November 2014.
- (3) In accordance with the Council's Change Management Policy, to endorse the contractual changes for Mr.Robert Gatis and Mr.Neil Elliott in the revised roles of Service Director – Adult Locality Services & Short Term Intervention (Services Director – Level 1) and Service Director – Direct Services, Business & Housing (Service Direction – Level 1) respectively, effective from 1st November 2014.
- (4) In accordance with the Council's Change Management Policy, to recommend to the Council the endorsement of the contractual changes for Mr.Christian Hanagan in the revised role of Service

Director – Cabinet Office & Public Relations (Service Director – Level 2), effective from the 1st November 2014.

(5) In accordance with the Council's Change Management Policy, to endorse the contractual changes for Mr.Paul Mee in the revised role of Service Director – Public Health & Protection (Service Director – Level 1), effective from the 1st November 2014.

(6) To note that consequential changes will be required to the Council's Constitution as a result of implementation of the above initiatives.

(Note: County Borough Councillor M.O.Weaver wished to have recorded that she abstained from voting on the above-mentioned matter as she was of the strong viewpoint that interviews should be conducted in respect of the revised roles and responsibilities of Chief Officers within the Council)

**T.BATES
CHAIRMAN**

The meeting terminated at 10.20 a.m.