



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

RECORD OF DECISIONS OF THE EXECUTIVE

DECISION MADE BY: Cabinet DATE DECISION MADE: 19th September 2017

Agenda Item: 12

**SUBJECT: REVIEW OF THE COUNCIL'S SENIOR AND ASSOCIATED
MANAGEMENT POST STRUCTURE**

**Cabinet Members Present
County Borough Councillors:**

A.Morgan (Chairman), M. Webber, A. Crimmings,
G.Hopkins, M.Norris, R.Lewis & C.Leyshon,

**Apology for Absence
County Borough Councillors:
R.Bevan & J.Rosser**

Other Councillor(s) in Attendance:-
J Brencher, G Davies, P Jarman, E Stephens, E Webster, M Weaver
&
J Williams.

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 the revised directorate structures shown at Appendices 2(i.a), 2(i.b), 2(ii), 2(iii), 2(iv.a) and 2(iv.b) to the report be implemented between Autumn 2017 and Summer 2018, subject to the necessary staff consultation process.
2. To note that implementation of the revised structures would provide an overall estimated reduction in annual management costs at the Senior and Associated Management grade levels of £776,116 (inclusive of on-costs).
3. To note that subject to the approval of the Council's Appointment's Committee the following posts would be deleted from the Council's structure as proposed within the report (between Autumn 2017 and Summer 2018 as referenced in the report) :
 - i) Director – Education & Lifelong Learning (Group Director Level);
 - ii) Service Director – Schools & Community (Service Director Level 1);
 - iii) Service Director – Access, Engagement & Inclusion (Service Director Level 2);
 - iv) Head of Primary Achievement (Soulbury Grade);
 - v) Head of Access & Inclusion Services (Soulbury Grade);
 - vi) Service Director – Public Health & Protection (Service Director – Level 1);
 - vii) Head of Communities & Prosperity (Head of Service – Level 2);
 - viii) Head of Community Housing (Head of Service – Level 2);
 - ix) Head of Human Resources (Head of Service – Level 1);
 - x) Head of Payroll, Pensions & Payments (Head of Service – Level 1);
 - xi) Service Director – Operational Finance (Service Director – Level 2); and
 - xii) Head of Business Support & Elections (Head of Service – Level 2).
4. To note that emanating from the decision in 1. above Cabinet have authorised:
 - i) the amendment of the post of Head of Secondary Achievement (Soulbury grade) from 1 FTE to 0.5 FTE;
 - ii) the amendment of the post title of Principal Officer – Educational Psychology (Soulbury grade) to Head of Educational Psychology (Soulbury grade);
 - iii) the amendment of the post title of Principal Officer – Learning Support (Soulbury grade) to Head of Learning Support (Soulbury grade);
 - iv) the amendment of the post of Head of Community Services from Soulbury Grade to Head of Service Level 1;
 - v) the amendment of the post of Head of Engagement & Participation from

- vi) Head of Service Level 2 to Head of Service Level 1;
the amendment of the post of Director of Regeneration & Planning from Director Level 2 to Director Level 1;
 - vii) the amendment of the post of Director of Human Resources (Director Level 1) from 0.6 FTE to 1 FTE;
 - viii) the amendment of the post of Head of Organisational Development from Head of Service Level 2 to Head of Service Level 1;
 - ix) the amendment of the post of Temporary Head of Procurement and Energy Management (Head of Service Level 1) to Head of Procurement and Energy Management (Head of Service Level 1) (0.6 FTE);
 - x) the amendment of the post of Temporary Head of Audit & Procurement Development Programmes (Head of Service Level 2) to Head of Audit & Procurement Development Programmes (Head of Service Level 2).
 - xi) the creation of the post of Service Director – Education & Inclusion Services (Service Director Level 1);
 - xii) the creation of the post of Head of School Advisory Support (Soulbury grade);
 - xiii) the creation of the post of Head of Inclusion Services (Soulbury grade);
 - xiv) the creation of the post of Director of Public Health, Protection & Community Services (Director Level 2);
 - xv) the creation of the post of Head of Regeneration & Prosperity (Head of Service Level 1);
 - xvi) the creation of the post of Head of Employee Relations (Head of Service Level 2);
 - xvii) the creation of the post of Head of Payroll & Pensions Services (Head of Service Level 1);
 - xviii) the creation of the post of Head of Revenues & Payments (Head of Service Level 2);
 - xix) the creation of the post of Head of Strategic Investment Projects (Head of Service Level 2).
5. To transfer certain functions outlined in the report from Education & Lifelong Learning to Public Health & Protection and rename the revised service area to Public Health, Protection & Community Services (which sits within the Children's & Community Services directorate).
6. To transfer certain functions outlined in the report from Public Health & Protection to Regeneration & Planning (which sits within the Chief Executive directorate).
7. That the co-ordination of Council & Executive Business functions will now formally rest with the Service Director for Cabinet & Public Relations.
8. 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 9. below (see 2.8 of the report), implement the proposals.

9. Subject to the completion of the consultation process referred to in 8. above (see 2.7 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, to the Appointments Committee and/or full Council as appropriate.

10. To note that consequential changes will be required to the Council's Constitution in terms of the removal and creation of 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 fourth phase of revisions to the Council's Senior and Associated Management Structure resulting in a further reduction in management costs of £776,116 which will bring the total cost reductions in this area to £2.7m.

3. LINKS TO CORPORATE PRIORITIES / FUTURE GENERATIONS – SUSTAINABLE DEVELOPMENT.

Medium Term Financial Planning - The savings generated would serve to support the ongoing approach to prudent financial management

4. CONSULTATION UNDERTAKEN PRIOR TO DECISION BEING MADE:

N/A

5. PREVIOUS CONSIDERATION BY A COMMITTEE OF THE COUNCIL

None

6. PERSONAL INTERESTS DECLARED:

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 G Isingrini – Group Director, Community & Children’s Services
- Mr C Jones – Director, Legal & Democratic Services
- Ms E Thomas – Temporary Director, Education & Lifelong Learning
- Mr C Hanagan – Service Director, Cabinet & Public Relations.
- Ms J Cook – Director, Regeneration & Planning
- Mr N Wheeler – Director, Highways & Streetcare Services
- Mr C Atyeo – Director, Corporate Estates & Procurement

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

7. DISPENSATION TO SPEAK (AS GRANTED BY STANDARDS COMMITTEE):
N/A

8. (a) IS THE DECISION SUBJECT TO 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. **27th September, 2017** to enable it to be the subject to the Call-In Procedure in Rule 17.1 of the Overview and Scrutiny Procedure Rules.

8. (b) IF NO, REASONS WHY IN THE OPINION OF THE DECISION-MAKER THE DECISION IS DEEMED EXEMPT OR NON APPLICABLE:

I. COUNCIL FUNCTION (CALL IN IS THEREFORE NON APPLICABLE):-
Reason:.....

II. URGENT DECISION:-

Reason:.....

8. (c) IF DEEMED URGENT - 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

.....
(Mayor)

.....
(Dated)



.....
(Proper Officer)

19th September, 2017.
(Dated)