

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

APPOINTMENTS COMMITTEE

Minutes of the meeting held at the County Borough Council Offices, The Pavilions, Clydach Vale on Tuesday, 22 July 2014 at 11.30 a.m.

PRESENT

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

County Borough Councillors

G.R.Davies (substitute), S.Lloyd, A.Morgan and M.Webber

Officers in Attendance

Mr.S.Merritt – Chief Executive

Mr.T.Wilkins – Director, Human Resources

1 APOLOGY FOR ABSENCE

An apology for absence was received from County Borough Councillor M.O.Weaver.

2 DECLARATIONS OF INTEREST

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

3 MINUTES

RESOLVED to approve as a correct record the minutes of the meeting of the Appointments Committee held on 20 May 2014.

4 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 12 of Part 4 of Schedule 12A of the Act namely, information relating to a particular individual. Transparency in the conduct of Local Authority business is desirable, however, personal data relating to the conduct and capabilities of individuals will be discussed and considered, consequently, it is considered that the public interest in maintaining the exemptions outweighs the public interest in disclosing information.

5 REVIEW OF CHIEF OFFICER POSITIONS

In the joint report of the Chief Executive and the Director, Human Resources, Members were informed of the outcome of a review of a number of Chief Officer posts across the Council's Directorates. As a result of this review, a number of proposals to make changes to the Senior Management Structure within the Authority were put before the Committee for consideration together with details of the resultant savings to the Council.

The Director, Human Resources outlined the proposed changes which, if approved, would require formal approval by the Council along with changes to the Council's Constitution.

The Director, Human Resources pointed out that as part of the Council's Medium Term Financial and Service Planning, the Council would continue to undertake reviews of its Senior Management arrangements to identify further potential savings and reductions in numbers where appropriate.

Following consideration of the report, it was **RESOLVED** –

- (1) To recommend to Council that 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 immediately.
- (2) To formally delete the post of Service Director – Health & Social Care (Service Director – Level 1), with a resultant saving to the Council of £95,677 per annum (inclusive of on-costs).
- (3) To formally delete the post of Head of Performance Improvement (Head of Service Level 1), with a resultant saving to the Council of £73,598 per annum (inclusive of on-costs).
- (4) To recommend to Council that Mr. Robert Gatis and Mr. Neil Elliott Service Director salaries be changed from Service Director – Level 2 to Service Director – Level 1 in light of the additional service areas that have been allocated to their respective portfolios within the Council, effective from 1st August 2014.
- (5) To recommend to Council that Mr. Paul Mee's Service Director salary be changed from Service Director – Level 2 to Service Director – Level 1 in light of the changes to his portfolio within the Council, effective from 1st August 2014.
- (6) To recommend to Council that Mr. Christian Hanagan's job title be formally changed to that of Service Director – Cabinet & Public Relations and the associated grade for this role be amended to Service Director – Level 2, in light of the additional service areas

allocated to his portfolio within the Council, effective from 1st August 2014.

(7) Note the overall savings of £136,157 (inclusive of on-costs) achieved through this review of the Council's Chief Officer Structure.;

(8) To authorise the Director of Legal and Democratic Services to make all appropriate amendments and all or any consequential changes to the Council's Constitution to reflect the above recommendations as approved.

Note: County Borough Councillor G.R.Davies wished to have recorded that he voted against the proposals put forward in the joint report because he believed it was insensitive to increase Officers' salaries when staff within the Authority were losing their jobs and that the savings were not actually savings achieved this financial year.

Note: County Borough Councillors S.Lloyd and M.Webber wished to have recorded that they voted in favour of the proposals outlined in the joint report because they considered that Officers should be paid appropriately for additional responsibilities and the resultant financial savings to the Authority arising from the review were significant and valid.

**T.BATES
CHAIRMAN**

The meeting terminated at 12.05 p.m.