

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

APPOINTMENTS COMMITTEE

Minutes of the meeting of the Appointments Committee held at the County Borough Council Offices, The Pavilions, Clydach Vale on Thursday, 12 November 2015 at 3.00 p.m.

PRESENT

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

County Borough Councillors

(Mrs) S. Jones, K. Montague (substitute), M.O. Weaver and M. Webber

Officers in Attendance

Mr.T.Wilkins – Director, Human Resources

Mr.R.Evans – Head of Human Resources

11 DECLARATION OF INTEREST

County Borough Councillor (Mrs) S.J.Jones declared a personal interest in Agenda Item No.4 – The Council's Senior Management Structure – "I know a close relative of one of the Council's Senior Officers".

12 MINUTES

RESOLVED to approve as an accurate record, the minutes of the meeting of the Appointments Committee held on 4 September 2015.

13 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.

JOINT REPORT OF THE CHIEF EXECUTIVE AND THE DIRECTOR OF HUMAN RESOURCES, CONTAINING EXEMPT INFORMATION

14 THE COUNCIL'S SENIOR MANAGEMENT STRUCTURE

The Director of Human Resources outlined the joint report which advised of changes to the Senior Management Structure since October 2014 as well as the recent restructure agreed by Cabinet on 6 October 2015 and the Committee's approval of the relevant appointments emanating from the changes was sought.

Members noted that whilst Cabinet may determine the Senior Management arrangements of the Council, it was for the Appointments Committee to determine the matters of remuneration and terms and conditions of the posts included in the proposed structure changes (where appropriate) in accordance with the Council's Officer Employment Procedure Rules.

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

The proposals requiring determination by the Appointments Committee were set out in the joint report for consideration along with information on the estimated annual savings as a result of the changes.

The Director of Human Resources corrected the joint report by referring to the fact that paragraph 5.3 (iii) had been included in error and should be deleted as irrelevant.

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

1. To note the changes that have already occurred in respect of the Council's Senior Management structure since October 2014 as a result of implementation of the 2014 restructure and 'Expression Of Interest' exercise as shown at Appendices 1(i), 1(ii), 1(iii), 1(iv.a) and 1(iv.b);
2. To note there has been a reduction of 3.6 FTE's in Chief Officer positions and whilst the savings from this reduction have already been accounted for within the relevant service groups, there has been an estimated reduction in resultant management costs of £242,689 (inclusive of on-costs);
3. To note that connected with the changes in paragraph 2.2 above there has been an associated reduction of 5 FTE's at the GR15 (Extended Senior Management Team) grade level. Whilst savings from this reduction have already been accounted for within the

relevant service groups, there has been an estimated reduction in resultant management costs of £278,834 (inclusive of on-costs);

4. To note that whilst savings have already been accounted for there is a temporary estimated reduction in management costs at a Chief Officer level of £132,476 (inclusive of on-costs);
5. To note that from 1st November 2015, the revised directorate structures shown at Appendices 2(i), 2(ii), 2(iii), 2(iv.a) and 2(iv.b) have been agreed by Cabinet, which will achieve an overall reduction of 2 FTE's Chief Officer posts, with an estimated new saving of £123,276 (inclusive of on-costs);
6. To note the new temporary estimated saving of £55,766 (inclusive of on-costs) following the temporary appointment of the Service Director – Children's Services on 4th September 2015 and the successful applicant's existing post not being formally filled;
7. To note that as a consequence of a change of post title there was a formal creation of a Service Director – Adult Services x 1 FTE post (Service Director – Level 1) and Service Director – Adult Services x 0.4 FTE post;
8. In line with the change of post title that the Appointments Committee agree that the existing employees namely Mr. Neil Elliot (currently Service Director – Direct Services, Business and Housing – Level 1) and Mr. Robert Gatis (currently Service Director – Adults Services & Short Term Intervention – Level 1) be assigned to the roles of Service Director – Adult Services x 1 FTE post (Service Director – Level 1) and Service Director – Adult Services x 0.4 FTE post (Service Director – Level 1) respectively;
9. Due to a strong contractual claim in place, that Mrs. Gaynor Davies who has been acting in a temporary capacity be formally slotted into the role of Service Director – Access, Engagement & Inclusion (Service Director - Level 2), w.e.f. 13th November 2015;
10. To note that following an amalgamation of roles, the post of Director – Corporate Estates & Procurement Services (Director – Level 1) was created w.e.f. 1st November 2015;
11. To agree that as Mr. Colin Atyeo (currently Director of Corporate Estates – Level 2) would have a strong employment claim against the role of Corporate Estates & Procurement Services (Director – Level 1), he be formally assigned into that role w.e.f. 13th November 2015;
12. To note the creation of a Service Director - Corporate Design & Maintenance (Service Director – Level 2) post was created w.e.f. 1st November 2015;

13. To agree that as Mr. David Powell (currently Head of Service – Corporate Design & Maintenance (Level 1)) would have a strong employment claim against the role of Service Director - Corporate Design & Maintenance (Service Director – Level 2), he be formally assigned into that role w.e.f. 13th November 2015;
14. To note that discussions are ongoing in terms of the Council's Chief Officer Management costs which may result in further savings. It is envisaged that a further report will be presented to the Council's Cabinet in early 2016; and
15. To note that consequential changes will be required to the Council's Constitution as a result of implementation of the above initiatives which will need full Council's approval.

(Note: County Borough Councillor M.O. Weaver wished to have recorded that she abstained from voting in respect of the assignment of Mr. Colin Atyeo to the role of Corporate Estates & Procure Services (Director Level 1).

**T.BATES
CHAIRMAN**

The meeting terminated at 3.25 p.m.