

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 Wednesday, 16th March 2016 at 10.30 a.m.

PRESENT

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

County Borough Councillors

G.E.Hopkins (substitute), (Mrs) S. Jones, M.O. Weaver and M. Webber

Officers in Attendance

Mr.C.Bradshaw – Chief Executive

Mr.R.Evans – Head of Human Resources

Mr.G.Isingrini – Group Director, Children & Community Services

15 DECLARATION OF INTEREST

No interests were declared in matters pertaining to the agenda.

16 MINUTES

RESOLVED to approve as an accurate record, the minutes of the meeting of the Appointments Committee held on 12 November 2015.

17 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

18 THE COUNCIL'S SENIOR MANAGEMENT STRUCTURE

The Head of Human Resources outlined the joint report which advised of the recent Senior Management restructure agreed by Cabinet on 3rd

March 2016 and as a consequence, the Committee was requested to consider the recommendations outlined in the report regarding appointments to posts emanating from the changes.

Committee Members noted that where existing Chief Officers were currently undertaking tasks that were very similar to the revised roles, then the formal change process would need to be carried out in accordance with the Council's Change Management Policy.

Members were reminded that following a formal interview process in September 2015, the Committee had appointed Mrs. Ann Batley to the post of Service Director, Children's Services for an initial period of 12 months. Since that time, Mrs. Batley had developed significantly the role and as a result, it was recommended that the Committee formally appoint Mrs. Batley to the post of Service Director – Children's Services (Service Director – Level 1) with effect from 16th March 2016.

The Committee was then informed Mr. Paul Lucas, the Director of Legal and Democratic had formally announced his retirement in Autumn 2016 and when considering a potential successor to Mr. Lucas, Mr. Christopher Jones, Service Director, Legal & Democratic Services was considered a potential successor to Mr. Lucas' role in light of his experience, knowledge and qualifications. In view of this, the Committee was recommended to interview Mr. Jones for the role of Director of Legal & Democratic Services at today's meeting and if deemed suitable, Mr. Jones' appointment to the role would be recommended to Council effective from the day after the retirement of Mr. Lucas.

(**Note:** Members wished to place on record, their thanks to Mr. Lucas for his long service and for the professional advice he had provided to both Members and Officers over the years).

In accordance with the change management process, the Committee **RESOLVED** to invite Mr. Christopher Jones to be interviewed for the role of Director of Legal and Democratic Services.

Mr. Jones was then formally interviewed and left the meeting to allow Members to deliberate on whether he was deemed suitable to the role.

Following consideration of all the recommended proposals outlined in the joint report, it was **FURTHER RESOLVED** –

- (1) To note that:
 - (a) from 1st April 2016 and 1st July 2016 respectively, the revised directorate structures shown at Appendices 2(i), 2(ii), 2(iii), 2(iv.a) and 2(iv.b) will be implemented. 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;

- (b) from Autumn 2016, the revised directorate structures shown at Appendices 3(i), 3(ii), 3(iii), 3(iv.a) and 3(iv.b) will be implemented, which will achieve an overall estimated new annual saving of £80,977 (inclusive of on-costs) at the Chief Officer grade level; and
- (c) emanating from the revised directorate structures outlined in 2.1.1 and 2.1.2 above, Cabinet authorised:

- (i) the creation of the post of Head of Service – Safeguarding & Standards (Head of Service Level 1);
- (ii) the creation of the post of Head of Service – Assessment & Care Planning (Head of Service Level 1);
- (iii) the creation of the post of Head of Service – Communities & Prosperity (Head of Service Level 2);
- (iv) the creation of the post of Head of Service – Customer Care (Head of Service Level 1);
- (v) the creation of the post of Head of Service – ICT (Head of Service Level 1);
- (vi) the creation of the post of Head of Service – Payroll, Pensions & Payments (Head of Service Level 1);
- (vii) the creation of the post of Head of Service – Finance Services (x 3) (Head of Service Level 1);
- (viii) the creation of the post of Head of Service – Highways & Engineering (Head of Service Level 1);
- (ix) the creation of the post of Head of Service – Streetcare (Head of Service Level 1);
- (x) the creation of the post of Head of Legal Services (covering Corporate, Democratic Services, Information Governance, Elections & Business Support) - (Head of Service Level 1). It is envisaged that this post would also undertake the role of Deputy Monitoring Officer; and
- (xi) the creation of the post of Head of Legal Services (covering Litigation, Planning & Environment, Community & Children) - (Head of Service Level 1).

- (2) In accordance with the Council's change management process, to appoint Mrs. Ann Batley to the post of Service Director – Children's

Services (Service Director – Level 1) effective from the 16th March 2016.

- (3) In accordance with the Council's change management process, to recommend to Full Council that Mr. Christopher Jones be appointed to the post of Director of Legal & Democratic Services (Director – Level 1) effective from the day after the retirement of Mr. Paul Lucas (the current post holder)
- (4) To delete the following posts:
- (i) Director – Customer Care & ICT (Director – Level 2);
 - (ii) Service Director – Adult Services (0.4 FTE) (Service Director – Level 1);
 - (iii) Service Director – Legal Services (Service Director – Level 1);
 - (iv) Head of Education & Financial Reporting (Head of Service – Level 1);
 - (v) Head of Corporate & Mgt Accounting (Head of Service – Level 1);
 - (vi) Head of Community & Children's Finance (Head of Service – Level 1);
 - (vii) Head of Payroll, Pensions & Payments (Head of Service – Level 2);
 - (viii) Head of Operational Procurement (Head of Service – Level 2);
 - (ix) Head of Prevention (Head of Service – Level 2);
 - (x) Head of Safeguarding & Standards (Head of Service – Level 2);
 - (xi) Head of Assessment & Care Planning (Head of Service – Level 2);
 - (xii) Head of Customer Care (Head of Service – Level 2);
 - (xiii) Head of ICT (Head of Service - Level 2);
 - (xiv) Head of Cultural Services (Head of Service – Level 2);
 - (xv) Head of Streetcare (Head of Service – Level 2);
 - (xvi) Head of Legal - Democratic & Corporate (Head of Service – Level 2);
 - (xvii) Head of Legal – Head of Service Level 2 post within Legal Services (actual post title to be confirmed following change management process); and
- (5) 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.

**T.A.BATES
CHAIRMAN**

The meeting terminated at 11.35 a.m.