



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

RECORD OF DECISIONS OF THE EXECUTIVE

DECISION MADE BY: Cabinet DATE DECISION MADE: 6th October, 2015.

Agenda Item 4

SUBJECT:

Review of the Council's Senior Management Structure

**Cabinet Members Present
County Borough Councillors:**

A.Morgan (Chairman), R.Bevan, A.Crimmings, M.Forey,
G Hopkins K. Montague and M.Webber

**Apologies for Absence
County Borough Councillors:**

J. Rosser, E. Hanagan

Other County Borough Councillor(s) in Attendance:-

S. Rees, R. Smith, S. Bradwick

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** –

- To note the changes to the Council's Senior Management structure since October 2014 as a result of implementation of the 2014 restructure and EOI exercise as shown at Appendices 1(i), 1(ii), 1(iii), 1(iv.a) and 1(iv.b) which have resulted in savings in excess of £1.7m;
- 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 group, to note the estimated reduction in management costs of £242,689 (inclusive of on-costs) that has taken place;
- To note that connected with the changes in the bullet point 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 group, to note the estimated reduction in resultant management costs of £278,834;
- 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);
- 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;
- The formal creation of a Service Director – Adult Services post at 1.4 FTE's (Service Director – Level 1) to allow for a change in post titles to the existing Service Director Level 1 posts of Service Director – Direct Services, Business & Housing and Service Director – Adult Services & Short Term Intervention;
- That from 1st November 2015, the proposed revised directorate structures shown at Appendices 2(i), 2(ii), 2(iii), 2(iv.a) and 2(iv.b) be implemented, 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) subject to the necessary staff consultation process;
- To note that emanating from the proposal outlined above, then as from 1st November 2015 Cabinet will be:
 - authorising the creation of the post of Director – Corporate Estates & Procurement Services (Director – Level 1);
 - authorising the creation of the post of Service Director - Service Director – Corporate Design & Maintenance (Service Director – Level 2); and
 - authorising the creation of the post of Head of Service - Legal Property & Estates (Head of Service Level 1);
- 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 the below, implement the proposals;
- That subject to the completion of the consultation process referred to above 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 as at Appendices 2(i) to (iv.b) to the Appointments Committee and/or Council as appropriate;

- 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 Cabinet in early 2016; and
- To note that consequential changes will be required to the Council's Constitution in terms of the removal and creation of Chief Officer posts.

2. REASON FOR THE DECISION BEING MADE:

- The need for Cabinet to approve the implementation of the Chief Executive's proposals for a revised Senior Management structure across the Council's Directorates which will result in savings being achieved.

3. CONSULTATION UNDERTAKEN PRIOR TO DECISION BEING MADE:

- N/A

4. PERSONAL INTERESTS DECLARED:

The following Officers declared personal and pecuniary interests in this matter and left the meeting when the matter was discussed and voted upon:

- Mr. C. Lee – Group Director, Corporate and Frontline Services
- Mr. G. Isingrini – Group Director, Community and Children's Services
- Mr. C. Atyeo – Director, Corporate Estates
- Mr. N. Elliott – Director, Direct Services, Business and Housing
- Mr. C. Hanagan – Director, Cabinet and PR

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. P. Lucas – Director, Legal and Democratic Services
- Mr. T. Wilkins – Director, Human Resources

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

6. (a) IS THE DECISION URGENT AND NOT TO BE THE SUBJECT OF ANY CALL-IN BY THE OVERVIEW AND SCRUTINY COMMITTEE:

- 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. **Wednesday, 14th October, 2015** to enable it to be the subject to the Call-In Procedure in Rule 17.1 of the Overview and Scrutiny Procedure Rules.

6. (b) 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:

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(Mayor)

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(Dated)



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(Proper Officer)

06.10.15
(Dated)