



RHONDDA CYNON TAF COUNCIL

RECORD OF DECISIONS OF THE EXECUTIVE

DECISION MADE BY: Cabinet DATE DECISION MADE: 18 December, 2018

Cabinet Members Present:

Councillor A Morgan (Chair), Councillor M Webber (Vice-Chair),
Councillor R Bevan, Councillor A Crimmings, Councillor G Hopkins,
Councillor M Norris, Councillor J Rosser, Councillor R Lewis and
Councillor C Leyshon

Other Councillor(s) in Attendance:-

Councillor P Jarman, Councillor M Weaver & Councillor E Webster.

Agenda Item : 12

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

1. DECISION MADE:

Following the consideration of the report of the Chief Executive containing exempt information as defined in Paragraph 14 of Part 4 of Schedule 12A of the Local Government Act, 1972 (as amended), namely information relating to the financial affairs of any particular person (including the authority holding that information), it was :

AGREED:

1. That the revised directorate structures shown at Appendices 2(i), 2(ii), 2 (iii) and 2(iv) to the report be implemented from April 2019, subject to the necessary staff consultation process. Implementation of these revised structures would provide an overall estimated reduction in annual management costs at the Senior and Associated Management grade levels of £404,604 (inclusive of on-costs);
2. To note that as part of the ongoing efficiency savings programme (and subject to any required approval of the Council's Appointment's Committee), these revisions would result in the deletion of the following posts with effect from April 2019 from the Council's structure:
 - i) Director of Legal & Democratic Services (Director Level 1);
 - ii) Head of Legal Services - Litigation, Community & Children, Planning & Environment (Head of Service Level 1);
 - iii) Head of Legal Services - Corporate, Democratic Services, Information Governance, Elections & Business Support (Head of Service Level 1);
 - iv) Director of Corporate Estates & Procurement (Director Level 1);
 - v) Service Director – Corporate Design & Maintenance (Service Director Level 2);
 - vi) Head of Procurement & Energy (Head of Service Level 1) x 0.6 FTE;
 - vii) Group Director – Corporate & Frontline Services (Group Director grade);
 - viii) Director of Highways & Streetcare (Director Level 2);
 - ix) Director of Regeneration & Planning (Director Level 1); and
 - x) Service Director – Planning (Service Director Level 2);
3. To note that emanating from the decision in 1. above Cabinet have authorised:
 - i. The amendment of the post of Head of Legal Services – Planning & Environment (Head of Service Level 2) to Head of Legal Services (Head of Service Level 1);
 - ii. The amendment of the post of Service Director – Cabinet Office & Public Relations (Service Director Level 2) to Service Director – Democratic Services & Communications (Service Director Level 2);

- iii. The amendment of the post of Head of Payroll & Pensions (Head of Service Level 1) to Service Director – Pensions, Procurement & Transactional Services (Service Director Level 2);
- iv. The amendment of the post of Head of Audit & Procurement Delivery (Head of Service Level 2) to Head of Procurement Delivery (Head of Service Level 1);
- v. The amendment of the post of Service Director – Highways & Streetcare (Service Director Level 2) to Service Director – Highways & Streetcare (Service Director Level 1);
- vi. The amendment of the post of Head of Streetcare (Head of Service Level 1) to Service Director – Streetcare Services (Service Director Level 2);
- vii. The amendment of the post of Head of Strategic Investment Projects (Head of Service Level 2) to Head of Strategic Investments (Head of Service Level 1);
- viii. The amendment of the post of Head of Regeneration & Prosperity (Head of Service Level 1) to Service Director – Prosperity and Development (Service Director Level 2);
- ix. The amendment of the post of Director of Financial Services (Director Level 2) to Director of Finance & Digital Services (Director Level 1);
- x. The amendment of the post of Service Director – Resources & Performance Services (Service Director Level 2) to Service Director – Finance & Improvement Services (Service Director Level 1);
- xi. The amendment of the post of Head of ICT (Head of Service Level 1) to Service Director – ICT & Digital Services (Service Director Level 2);
- xii. The amendment of the post of Service Director – Children’s Services (Service Director Level 1) to Director of Children’s Services (Director Level 2);
- xiii. The amendment of the post of Service Director - Adult Services (Service Director Level 1) to Director of Adult Services (Director Level 2);
- xiv. The amendment of the post of Head of Transformation Services (Head of Service Level 1) to Head of Children Looked After (Head of Service Level1);
- xv. The amendment of the post of Head of Assessment & Direct Services (Head of Service Level 1) to Head of Care & Support (Head of Service Level1);
- xvi. The amendment of the post of Head of Assessment & Care Planning (Head of Service Level 1) to Head of Intensive Intervention (Head of Service Level 1);
- xvii. The amendment of the post of Head of Environmental Health & Trading Standards (Head of Service Level 2) to Service Director – Public Protection Services (Service Director Level 2);

- xviii. The amendment of the post of Head of Community Learning (Head of Service Level 1) to Service Director – Community Services (Service Director Level 2);
 - xix. The amendment of the post of Head of Participation & Engagement (Head of Service Level 1) to Head of Community Wellbeing & Resilience (Head of Service Level 1);
 - xx. The creation of the post of Director of Legal Services (Director Level 2);
 - xxi. The creation of the post of Service Director – Legal Services (Service Director Level 2);
 - xxii. The creation of the post of Director of Corporate Estates (Director Level 2);
 - xxiii. The creation of the post of Head of Corporate Design (Head of Service Level 2);
 - xxiv. The creation of the post of Head of Corporate Maintenance Services (Head of Service Level 2);
 - xxv. The creation of the post of Head of Estates (Head of Service Level 2);
 - xxvi. The creation of the post of Group Director – Prosperity, Development & Frontline Services (Group Director Grade); and
 - xxvii. The creation of the post of Director of Prosperity and Development (Director Level 2);
4. To recommend to Council that Mr. Gio Isingrini, the Group Director for Community & Children's Services, undertake the role of Deputy Chief Executive (commencing the day after Mr. Lee finishes in that role);
 5. To recommend to Council that the designation of the Chief Finance Officer (Section 151 Officer) role be assigned to the incumbent Director of Financial Services, Mr Barrie Davies;
 6. To transfer certain functions outlined in the report from the Prosperity, Development & Frontline Services Group (currently Corporate & Frontline Services Group) to the Chief Executive Group;
 7. To transfer certain functions outlined in the report from the Chief Executive Group to the Prosperity, Development & Frontline Services Group (currently Corporate & Frontline Services Group);
 8. To transfer certain functions outlined in the report from Legal Services (currently Legal & Democratic Services) to Democratic Services & Communication (currently Cabinet Office and Public Relations);

9. To transfer certain functions outlined in the report from Democratic Services & Communications (currently Cabinet Office and Public Relations) to Prosperity & Development Services and Public Health, Protection & Community Services;
10. To transfer certain functions outlined in the report from Public Health, Protection & Community Services to Highways & Streetcare Services;
11. 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 12 below (2.12 of the report), thereafter implement the proposals;
12. Subject to the completion of the consultation process referred to at 11. above (2.11 of the report), and 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, shown at Appendices 2(i) to 2(iv) of the report, to the Appointments Committee and/or full Council as appropriate; and
13. To note that consequential changes would be required to the Council's Constitution in terms of the removal and creation of Chief Officer posts.

N.B With the agreement of the Chair, 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 revisions to the Council's Senior and Associated Management Structure which would deliver a total new estimated reduction in annual Senior and Associated management costs from April 2019 of £404,604 (inclusive of on-costs).

3. LINKS TO CORPORATE PRIORITIES/FUTURE GENERATIONS - SUSTAINABLE DEVELOPMENT:

This report supports one of the Council's corporate priorities namely, Living within our means – where services are delivered efficiently to achieve value for money for the taxpayer.

4. CONSULTATION UNDERTAKEN PRIOR TO DECISION BEING MADE:

None

5. PREVIOUS CONSIDERATION BY A COMMITTEE OF THE COUNCIL:

None

6. PERSONAL INTERESTS DECLARED:

- County Borough Councillor R Bevan declared a personal interest in the matter and remained in the meeting when the item was discussed and voted upon:
“A family Member works as a Senior Officer within the Authority although the post is not referenced within the report”.

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
- Mr N Wheeler – Director, Highways & Streetcare Services
- Ms G Davies - Director, Education & Inclusion Services
- Mr P Mee - Director, Public Health, Protection & Community Services
- Mr D James - Head of Regeneration & Prosperity
- Mr D Batten - Head of Leisure, Parks & Countryside
- Mr M Phillips Head of Service – Revenue & Benefits
- Ms L Davies – Head of Public Protection

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 R Evans – 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

Note: This decision will not come into force and may not be implemented until the expiry of 3 clear working days after its publication i.e. **24 December 2018** 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 EXEMPT OR NON APPLICABLE:

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

Reason: N/A

II. URGENT DECISION:-

Reason N/A

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:

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(Mayor)

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(Dated)

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PUBLICATION

Publication on the Councils Website:- **Tuesday, 18 December 2018**

APPROVED FOR PUBLICATION: ✓