

## **JOINT CABINET AND EMPLOYMENT & GENERAL COMMITTEE**

**Tuesday, 15th December, 2015**

Present:-

Councillor Burrows (Chair)

Councillors	T Gilby Huckle T Murphy Blank	Councillors	Simmons Davenport Dickinson A Diouf
Councillors	Brown Hollingworth Bagley	Councillors	J Innes Wall

\*Matters dealt with under the Delegation Scheme

28 **DECLARATION OF MEMBERS' AND OFFICERS' INTERESTS  
RELATING TO ITEMS ON THE AGENDA**

No declarations of interest were received.

29 **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Elliott, Ludlow and Serjeant.

30 **MINUTES**

**RESOLVED –**

That the Minutes of the meeting of the Joint Cabinet and Employment and General Committee on 1 December, 2015 be approved as a correct record and signed by the Chair.

**31 LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF PUBLIC****RESOLVED –**

That under Regulation 21 (1)(b) of the Local Authorities (Executive Arrangements)(Access to Information)(England) Regulations 2000, the public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in the following Paragraphs of Part 1 of Schedule 12A to the Local Government Act 1972 – Paragraphs 1 and 4, on the grounds that they contained information relating to individuals and to consultations or negotiations in connection with any labour relations matter arising between the authority and employees of the authority.

**32 CORPORATE MANAGEMENT TEAM RESTRUCTURE (R000)**

The Chief Executive submitted a report proposing a restructure of the Corporate Management Team in order to ensure the new Corporate Management Team integrated effectively with the Senior Leadership Team, Cabinet Members and the 4<sup>th</sup> tier managers, to deliver the objectives in the Council Plan in the context of the challenges facing the Council.

At the time of the senior management restructure in 2014 it had been indicated that a review of the Corporate Management Team (CMT) would need to follow.

The Senior Leadership Team had developed a proposed new CMT structure to meet a number of objectives:

- to deliver the objectives in the council plan in the context of the challenges faced by the council;
- to put in place the right skills and competencies;
- to fit with the changes already made to the Senior Leadership Team and the break from silo working;
- to achieve the right mix of service specific and corporate responsibilities;
- to have a broadly comparable level of responsibility and workable management span;
- to collectively deliver net savings to the organisation.

Details of the current and proposed structures were attached as appendices to the report, with job descriptions for the new roles including

a balance between corporate responsibilities and service-specific elements, focusing on behavioural competencies.

The new CMT roles and the new Director of Resources role had been evaluated by a senior adviser to the Local Government Association using the LGA Chief Officer method of job evaluation, and details of this process and the proposed salary bands were attached as an appendix to the report.

There had been consultation with the recognised trade unions, CMT, individually with each CMT member and with corporate Cabinet and individual Cabinet Members. There had been general support for the overall direction set out by the proposals, and key points raised through the consultation had been considered and reflected in the proposals. Details of comments received and responses were included in appendices to the report.

The report outlined the proposed recruitment approach for the new roles as agreed with trade union representatives, including identification of current postholders at risk, ringfencing arrangements and engagement of external support to provide the necessary capacity, expertise and independent challenge to the recruitment process.

The financial implications of the proposals were outlined in the report, along with an equalities impact assessment and an assessment of potential risks and proposed actions to mitigate these.

The report also outlined other options considered and the reasons for these not being pursued.

It was emphasised that this restructure would be an important part of equipping the Council with a management structure to face the challenges ahead.

It was confirmed that, once agreed, it was hoped to implement the new structure at the earliest opportunity, with the assessment process for internal candidates in January-February. It was expected that the level of financial savings would be higher initially (starting in 2016/17) than the predicted minimum level of savings.

Councillors Diouf and Davenport expressed concern at the limited time there had been to fully consider the proposals in advance of a review of

the effectiveness of the previous senior management and service restructures. It was confirmed that the effectiveness of the previous senior management restructure would be reviewed following the first year of its operation early in 2016.

**\* RESOLVED –**

- (1) That the proposed new structure be approved and that the Chief Executive and Executive Directors be authorised to implement it in line with the approach set out in sections 8 and 11 of the report.
- (2) That the savings of at least £83,000 p.a., in addition to those already delivered by the previous Senior Leadership Team restructure, be noted.
- (3) That the new arrangements and their effectiveness in terms of meeting the objectives be reviewed after 12 months.
- (4) That a budget provision of £25,000 be made available to spend within 2015/16 in order to cover the maximum anticipated costs of engaging external support for the recruitment process as outlined at paragraph 10.7 of the report.

**REASONS FOR DECISIONS**

To achieve the aim of establishing a new Corporate Management Team that integrates effectively with the Senior Leadership Team, Cabinet Members and the 4<sup>th</sup> tier managers, to deliver the objectives in the Council Plan in the context of the challenges facing the council.