

THE EXECUTIVE

Tuesday, 6 December 2005
(7:00 - 7:05 pm)

Present: Councillor C J Fairbrass (Chair), Councillor T G W Wade (Deputy Chair), Councillor J L Alexander, Councillor S Kallar, Councillor M A McCarthy and Councillor M E McKenzie

Apologies: Councillor G J Bramley, Councillor H J Collins, Councillor C Geddes and Councillor L A Smith

196. Minutes (29 November 2005)

Agreed.

197. Private Business

Agreed to exclude the public and press for the remainder of the meeting, as the business was confidential.

198. * New Senior Management and Departmental Organisation Arrangements

Further to Minute 148 (11 October 2005), received a report on the proposals for a new senior management and organisational structure within the Council which have been designed to address the major service and policy challenges over the next 4 - 5 years.

The new organisational framework will be a key lever to promote excellence and will ensure a dedicated and streamlined role for the corporate centre to challenge and co-ordinate service improvement. The proposals will also give an increased prominence to partnerships and joined-up working.

Agreed to:

- (i) The new organisation of the Council based on 5 departments, namely Children's Services, Adult and Community Services, Regeneration, Customer Services and Resources;
- (ii) The effective date of implementation of the proposals being 1 April 2006;
- (iii) Subject to consultation with affected officers, the Chief Executive implementing the proposed senior management structure at first, second and third tier levels;
- (iv) The adoption of the proposed JNC grades for first and second tier posts as set out in the report using the existing grading system / levels operating in the Council from the time of the last JNC review (2002/3);
- (v) Any minor changes to line responsibilities and designations in the light of consultation for the new structure being delegated to the Chief Executive;

- (vi) Endorse the advice given in the report relating to branding and external communication of the Council's services under the new arrangements;
- (vii) The use of contingency sums, the service reconfiguration reserve and Housing Revenue Account balances (for HRA posts) for approved severance costs associated with the reorganisation, the level of which will be reviewed as part of the budget setting process for 2006/07; and
- (viii) The membership of the Appointments Panel, to deal with the appointment of all Chief Officer and second tier officer posts under the restructure proposals, as detailed in paragraph 7.5 of the report.

Further noted that:

- a) The Chief Executive will carry out an assimilation exercise whereby ringfenced JNC officers will be interviewed by the Member Appointments Panel. In relation to chief/statutory officers' positions, recommendations of the Member Appointments Panel will be referred to the Assembly for formal approval in line with the constitution;
- b) The Head of Human Resources will consult with the Primary Care Trust in relation to designing the process for joint appointments;
- c) Consultation and ringfencing for third tier (Group Manager) posts will be carried out in accordance with HR procedures as soon as proposed grades are available;
- d) Where no ringfencing applies, or where no appointment is made following ringfencing, posts will be advertised externally, an indicative timetable for which is provided in the report;
- e) Advice to the Chief Executive from the Head of Human Resources is that no officers have assimilation rights to the new posts of Corporate Director of Regeneration and Head of Skills, Learning & Enterprise, which will be advertised externally forthwith;
- f) As agreed by Minute 148, detailed proposals for the operation of a Children's Trust will be made to the Executive before 1 April 2006. Progress on key operational developments, such as Information Sharing and Assessment (ISA), cross-agency training to promote the safeguarding of children, and a workforce development strategy will be reported to the Executive next month (December 2005) by the newly appointed Corporate Director of Children's Services Designate;
- g) The Director of Finance will carry out a detailed exercise to disaggregate existing budget holder accountabilities to set up new departmental budgets for 1 April 2006;
- h) In line with the Council's Constitution, any / all severance in relation to JNC officers that arises will be reported to the Executive for approval. Owing to the unique circumstances of a Council-wide restructure, and the need to ensure that savings are accrued as soon as is practicable, all such matters will be

dealt with by one report to the Executive for consideration;

- i) Similarly, in line with the Council's Constitution, any / all severance in relation to third tier senior managers that arises will be reported to the Personnel Board for approval. Owing to the unique circumstances of a Council-wide restructure, and the need to ensure that savings are accrued as soon as is practicable, all such matters will be dealt with by one report to the Personnel Board for consideration;
- j) The Chief Executive will carry out a risk assessment of the expertise and capacity required over the next 12 months, as preparation for our next corporate inspection in March to June 2007. Consideration will be given as to whether any dedicated project roles are required to cover the transition from the old to the new structure; and
- k) In line with custom and practice, the Chief Executive will nominate a chief officer to act as Deputy Chief Executive to cover in his absence etc.

(* Item considered as a matter of urgency with the consent of the Chair under the provisions of Section 100B(4)(b) of the Local Government Act 1972.)