

MINUTES OF JNC APPOINTMENTS, SALARIES AND STRUCTURES PANEL

Friday, 19 March 2021
(12:31 - 1:03 pm)

Present: Cllr Darren Rodwell (Chair), Cllr Saima Ashraf, Cllr Elizabeth Kangethe, Cllr Donna Lumsden, Cllr Dominic Twomey and Cllr Maureen Worby

12. Declaration of Members' Interests

There were no declarations of interest.

13. Private Business

It was resolved to exclude the public and press from the remainder of the meeting by reason of the nature of the business to be discussed which included information exempt from publication by virtue of paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972 (as amended).

14. New Senior Leadership Management Arrangements

Further to Minute 12 of the meeting held on 7 April 2020, the Acting Chief Executive presented a report on proposed new senior leadership management arrangements following the return of the Chief Executive from his secondment to Birmingham City Council on 8 March 2021.

During the Chief Executive's secondment, the Chief Operating Officer and Deputy Chief Executive became the Acting Chief Executive while the Director for Law and Governance became the Acting Deputy Chief Executive. The return of the Chief Executive from secondment provided the ideal opportunity to reflect on the Council's organisational transformation and the preparations for a new Corporate Plan in 2022.

Stemming from those considerations, it was proposed that the Chief Executive focused his efforts in the coming 18 months on developing the Council's strategic response to the recovery from COVID, including the sponsorship of strategic priorities and engagement with Government and key partnerships. The Chief Executive would continue to remain accountable for the effective running of the organisation as the Head of Paid Service, although the day-to-day discharge of the operational responsibility would be delegated to the proposed Managing Director role, which would replace the current post of Chief Operating Officer. The Chief Executive would also be available to support mutually beneficial national or regional activity on a commercial basis, bringing a revenue stream into the Council. In that regard, it was noted that prior to any agreements being entered into, typically in the form of a Memorandum of Understanding, the proposals would be presented to a JNC Panel for approval.

The Acting Chief Executive then advised on further proposed changes to the Senior Leadership Team and amendments to senior roles, which included:

- The redesignation of the post of Director of Law and Governance to Strategic

Director, Law and Governance, with the postholder also deputising in the absence of both the Chief Executive and Managing Director;

- The redesignation of other senior Director posts;
- The creation of the post of Commissioning Director, Care and Support, in place of the post of Commissioning Director, Children's Care and Support;
- The creation of the post of Director, Strategy and Culture, in place of the post of Director, Strategy and Participation;
- The formal designation of the Finance Director as the Council's Chief Financial Officer (Section 151 Officer);
- The creation of new Director-level posts under the management of the Strategic Directors of Community Solutions and My Place respectively, to strengthen the senior management arrangements and enhance capacity in key areas of service delivery and support to local residents.

In response to questions, the Acting Chief Executive advised that while there were additional costs stemming from the proposals, they would be mitigated by income generated from the plans for the Chief Executive to support external national and regional activities.

The Cabinet Member for Finance, Performance and Core Services also advised that the new structure, if approved, would be kept under review to ensure that it was delivering the intended objectives.

The Panel **resolved** to:

- (i) Note the ending of Chris Naylor's secondment to Birmingham City Council and his return as Chief Executive (and Head of Paid Service), effective from 8 March 2021, and the greater focus of his role on leading the Council's strategic response to the recovery from the COVID-19 pandemic and supporting mutually beneficial national and regional activity;
- (ii) Note the cessation from 22 March 2021 of the interim senior leadership arrangements and honoraria payments approved by Minute 12(ii) of the meeting on 7 April 2020;
- (iii) Approve the creation of the post of Managing Director at grade CO7 (£156,558) plus an honorarium of £12,000, in recognition of the postholder's line management responsibilities for the Senior Leadership team, day-to-day discharge of operational functions on behalf of the Chief Executive and designation as Deputy Chief Executive, and on the appointment to that post the subsequent deletion of the post of Chief Operating Officer (grade CO7);
- (iv) Approve the redesignation of the post of Director of Law and Governance to Strategic Director, Law and Governance and the regrading of the post from CO5 (£130,862) to CO6 (£143,683), in recognition of the postholder's responsibilities as statutory Monitoring Officer, deputising in the absence of both the Chief Executive and Managing Director and the additional responsibilities for Community Safety and Enforcement not previously recognised;
- (v) Approve the redesignation of the following posts (with no consequential grading implications):

- (a) Director, People and Resilience to Strategic Director, Children and Adults;
 - (b) Director, Inclusive Growth to Strategic Director, Inclusive Growth;
 - (c) Director, Community Solutions to Strategic Director, Community Solutions;
 - (d) Director, My Place to Strategic Director, My Place;
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- (vi) Approve the creation of the post of Commissioning Director, Care and Support, under the line management of the Strategic Director, Children and Adults, at grade CO4 (£118,497), and on the appointment to that post the subsequent deletion of the post of Commissioning Director, Children's Care and Support (grade CO2);
 - (vii) Approve the creation of the post of Director, Strategy and Culture at grade CO4, who shall be designated the Council's Senior Information Risk Owner and Statutory Scrutiny Officer, and on the appointment to that post the subsequent deletion of the post of Director, Strategy and Participation (grade CO4);
 - (viii) Agree that the post of Finance Director be formally designated as the Council's Chief Financial Officer (Section 151 Officer) and regraded to CO4 (from CO3);
 - (ix) Note the Strategic Framework Leadership structure for the areas of 'Prevention, Independence and Resilience', 'Inclusive Growth', 'Participation and Engagement' and 'Well-Run Organisation';
 - (x) Approve the creation of the posts of Director of Community, Participation and Prevention and Director of Support and Collections at grade CO2, under the line management of the Strategic Director, Community Solutions;
 - (xi) Approve the creation of the posts of Director of Homes and Assets Management and Director of Public Realm at grade CO2, under the line management of the Strategic Director, My Place;
 - (xii) Note that the net effect of the proposals, together with associated non-JNC level changes, would result in a projected pressure of a maximum of £239,000 which would need to be managed during 2021/22 and provided for in the budget for 2022/23;
 - (xiii) Note the additional line management changes stemming from the proposals, as set out in the report; and
 - (xiv) Note the arrangements for the formal consultation with affected staff and the appointment / assimilation / recruitment proposals for posts, as detailed in sections 11 and 12 of the report, and delegate authority to the Chief Executive to approve the assimilation of relevant officers into the posts referred to above where they meet the criteria for assimilation as set out in the Council's employment policies and procedures.