

SPECIAL COMMITTEE

MONDAY, 10 OCTOBER 2016

PRESENT:- Councillors David Renard (Chair), Junab Ali, Steve Allsopp, Fionuala Foley, Jim Grant, Mary Martin, Des Moffatt and Garry Perkins.

Apologies for absence were received from Councillors Brian Ford, Russell Holland (Vice-Chair), Stan Pajak and Kevin Small.

7. Declarations of Interest

The Chair reminded Members of the need to declare any known interests in any matters to be considered at the meeting.

8. Minutes

Resolved – That the minutes of the meeting held on 4th July 2016 be confirmed and signed as a correct record.

9. Public Question Time

No public questions were asked under Standing Order 28.

10. Restructure of Children's Services Directorate

Further to Minute 25 of the Special Committee, and the decision to create a Children's Directorate service area, the Committee received a report of the Director of Children's Services on the proposed changes to the management structure within that Directorate. It was recognised that a robust management structure was required, one that reflected the responsibilities of the new service area and ensured there was capacity to deliver the Council's Vision, pledges and priorities and also the planned service improvements and savings programme.

Resolved – (1) That the Committee supports the creation of a new post of Head of Children, Families & Community Health, and agrees that this post be included in the Council's senior management structure, as set out in Appendix 2 to the report.

(2) That the Director of Children's Services, in consultation with the Cabinet Member for Children's Services, be authorised to implement the new structure.

(3) That the Director of Law and Democratic Services be authorised to amend the Council's Constitution in accordance with the above decisions.

11. Changes to Chief Executive Reporting Structure

Further to Minutes 25 (2015/16) and 4, the Committee received a joint report of the Leader of the Council and the Chief Executive on the requirements for a further stage in the phased approach to the review of the required structure for the Council following the appointment of a new Chief Executive. The report sought authority to (i) alter reporting lines for the Director of Law and Democratic Services and Head of People, Performance and Engagement, from the Chief Executive to the renamed Corporate Director of Resources and Transformation, and (ii) transfer Section 151 responsibility from the former Director of Resources post to the revised Head of Finance role.

Members commented on the proposed changes to the breadth of responsibility and composition of the Corporate Management Team, and, in particular, on the attendance of the s151 Officer and the Monitoring Officer at Corporate Management Team meetings by invitation only on an ad hoc basis. The Chief Executive confirmed his firm commitment to ensuring these statutory officers, together with the statutory Director of Public Health, continued to have direct access to him as and when required. It was further noted that the existing Corporate Management Team structure would remain in situ until an appointment was made to the post of Corporate Director Resources and Transformation, and the Chief Executive confirmed that the Monitoring Officer would remain a member of the Corporate Management Team at least until then and the situation would be reviewed when the Corporate Director Resources and Transformation took up post. Members asked that the Chief Executive report back to the Special Committee on the effectiveness of the structure in facilitating representation with regard to s151 and Monitoring Officer functions.

Resolved – (1) That the proposed alteration in the reporting line for the Director of Law and Democratic Services, and the Head of People, Performance and Engagement, from the Chief Executive to the renamed Corporate Director of Resources and Transformation, be agreed.

(2) That the proposed alteration in the reporting line for the Wichelstowe Strategic Project, from the Corporate Director Resources to the Corporate Director of Economy, Regeneration and Skills, be agreed.

(3) That the post of the Head of Finance and Change be deleted and replaced with the post of Head of Finance, Section 151 Officer.

(4) That the proposed alteration in the reporting line for the Head of Transformation, from the previous Head of Finance and Change post to the Corporate Director of Resources and Transformation, be agreed.

(5) That the revised organisation chart attached to the report at Appendix 2 be agreed.

(6) That the Chief Executive be authorised to:

- a) implement the changes on a phased basis on such dates as he may determine, and
- b) appoint a specialist executive search agency to assist in the recruitment and selection of posts in the approved structure.

(7) That the Director of Law and Democratic Services be authorised to amend the Council's Constitution in accordance with the above decisions.

(8) That a progress report be made to a future meeting of the Committee on the effectiveness of the revised organisational structure.