

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

5 FEBRUARY 2014

REPORT OF THE CHIEF EXECUTIVE

JNC OFFICER STRUCTURE

1. Purpose of the Report

- 1.1. This report seeks Council approval to amend the JNC officer structure in Resources Directorate and to delegate authority to make other changes to the JNC officer structure, subject to consultation with Group Leaders and JNC officers.

2. Connection to Corporate Improvement Plan/Other Corporate Priority

- 2.1. The proposal links with the Council's corporate improvement priority "work together to make the best use of our resources".

3. Background

- 3.1 The current JNC Officer structure contains sixteen posts:

Chief Executive x 1
Corporate Directors x 4
Assistant Chief Executive x 1
Head of Service x 10 (3 currently vacant)

- 3.2 The Chief Executive is reviewing the current JNC structure in discussion with JNC officers with a view to creating a structure which will provide the organisation with sufficient senior capacity to meet the challenges ahead, while at the same time contributing to Council's savings requirements in future years. There are currently three vacancies in the structure and two JNC officers have recently applied for early retirement in accordance with Council policy.

4. Current Situation / Proposal

- 4.1 The intention is to create an interim structure that would take the organisation to expected reorganisation in a few years' time. The review is underway and has already resulted, for example, in a decision to advertise only one of the two vacant Head of Service posts in Children's Directorate in recognition of the expansion of the regional school improvement service.

- 4.2 It is envisaged that an interim structure will be in place by 1 April 2014 and to expedite the process Council is asked to give the Chief Executive delegated authority to make necessary changes to ensure a fit for purpose structure which costs less than the current structure. It is proposed that any specific changes would be subject to consultation with Group Leaders and JNC officers.

- 4.3 As part of the senior management review Corporate Directors have been asked to consider opportunities to reduce the number of Heads of Service to contribute to the MTFs saving requirements and to balance chief officer resources across the organisation as a whole.
- 4.4 In view of the significant challenges and risks facing the council over the medium term (e.g. ongoing financial constraint, local government reorganisation) it is essential that there is sufficient senior management capacity within Resources Directorate to support Members and other Directorates in identifying and delivering savings; managing financial, technological, physical and human resources; and preparing for reorganisation, all within a robust governance and control framework. That said and while not without risk it would be possible to reduce the number of Heads of Service in the Directorate by one, but only by deleting the Head of Finance and Performance post and the Head of ICT, Property and Customer Services post and creating a new hybrid Finance and ICT Head of Service post. Under this proposal existing property and performance functions would report directly to the Corporate Director Resources and Customer Services function would transfer to the Head of Service for Human Resources and Organisational Development. This revised structure would ensure adequate capacity to support the Section 151 Officer and to safeguard the Council's financial position together with ensuring the resilience and future proofing of its ICT systems.
- 4.5 In Resources Directorate two of the three Heads of Service have recently submitted applications for Early Retirement: the Head of Finance and Performance and the Head of ICT, Property and Customer Services. The Officer ERVR panel has approved the early retirement of these officers, subject to a Council decision on the proposed revised structure outlined in paragraph 4.4 above and a clear implementation plan and timetable being in place.

5. Effect upon Policy Framework & Procedure Rules

- 5.1 There are no implications for the Policy Framework and Procedure Rules.

6. Equality Impact Assessment

- 6.1 Following completion of Part A of an Equality Impact Assessment, it is clear that the proposal to restructure JNC posts in Resources Directorate will have no impact on how the Authority complies with its duties and will have no effect on quality of front line services offered. EIAs will be completed for any further changes to the JNC structure.

7. Financial Implications

- 7.1 There will be financial savings arising from the JNC restructure exercise, but it is not possible to provide exact figures for the complete restructure at this stage as the review has not yet concluded. In the meantime, the decision only recruit to one of two vacant posts in the Children's Directorate will provide a saving of around £100,000 in 2014-15 and approval of the new structure in Resources Directorate, taking account of the Early Retirement costs, will lead to a £100,000 recurrent saving from 2017-18 onwards.

8. Recommendation

8.1 That the Council:

- Approves the changes to the JNC structure in Resources Directorate; and
- Delegates authority to the Chief Executive to make further changes to the JNC structure before 1 April 2014, subject to consultation with Group Leaders and JNC officers.

**D Mepham
Chief Executive
30 January 2014**

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Background documents – None