

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

23 OCTOBER 2019

REPORT OF THE CHIEF EXECUTIVE

PROPOSED CHANGES TO THE JNC SENIOR MANAGEMENT STRUCTURE

1. Purpose of report

- 1.1 The report seeks Council approval on proposed amendments to the senior management structure and to commence formal consultation with relevant JNC officers with regards the proposed JNC senior management structure.

2. Connection to corporate improvement objectives/other corporate priorities

- 2.1 This report assists in the achievement of the following corporate priority:
- Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

3. Background

- 3.1 In November 2017 a new JNC pay and grading structure was approved, whereby additional tiers were added to the existing payscale, to provide more flexibility in the structure to meet future challenges and to more ably respond to market forces and improve recruitment and retention.
- 3.2 Further to this, in 2018, Council approved various changes to the JNC senior management structure which included the deletion of the Head of Human Resources and Organisational Development, the reduction of a Head of Service post in the Communities Directorate, and the deletion of the former Corporate Director in the Operational and Partnerships Directorate.
- 3.3 These changes resulted in a revised management structure in the Communities Directorate and the creation of the Chief Executive's Directorate.

4. Current situation/proposal

- 4.1 Since that last Council report in February 2018, further changes to the senior management team have taken place with the departure of the previous Chief Executive in December 2018 and the appointment of the previous Corporate Director Communities to the Chief Executive position, initially on an interim basis in January 2019 and permanently in May 2019.

- 4.2 This has meant that during this period, interim arrangements have also prevailed in terms of the management of the Communities Directorate and also for the Head of Finance and Performance (and section 151 officer).
- 4.3 While these interim arrangements have ensured that services have continued to run satisfactorily during this time, it is also clear that they are not sustainable in the long term and that permanent arrangements are required to ensure the Council has the capacity and resilience to meet the numerous challenges it faces moving forward, including substantial budgetary reductions and a significant change agenda to help ensure that valuable public services can be sustained and that it is fit for purpose.
- 4.4 In order to achieve stability in the Communities Directorate, a recruitment process for the position of Corporate Director, will be undertaken in accordance with the Local Authorities (Standing Orders) (Wales) Regulations 2006 (as amended).
- 4.5 It is proposed that the current Head of Finance and Performance (and section 151 officer) post, which is currently vacant, is re-designated to that of Chief Officer Finance, Performance and Change. The post will continue to report directly to the Chief Executive as part of the Chief Executive's Directorate, and will assume additional responsibility for aligning the Council's financial resources with its corporate change programme. This will accelerate some of the anticipated efficiency and productivity gains which can be realised from, for example, the digital programme. It is important to note that the Council has a statutory obligation to have a nominated section 151 officer and therefore appointment to this post is essential.
- 4.6 The duties and span of responsibilities have been evaluated using the Council's approved Job Evaluation scheme, and there is a consequent change in the grade to the proposed position as follows: The existing role of Head of Finance and Performance has a salary range of £79,112 to £84,491. The proposed role of Chief Officer Finance, Performance and Change has a salary range of £91,121 to £97,469.
- 4.7 In order to make the establishment of the Chief Officer, Finance, Performance and Change as effective as possible, it is proposed that this post has responsibility for the current Head of Partnerships. This includes, IT, digital transformation, programme management, and customer services.
- 4.8 Additionally, it is proposed that following the review of Human Resources and Organisational Development that this service should report to the Head of Legal and Regulatory Services, and consequently that post is re-designated Chief Officer Legal, Human Resources and Regulatory Services. There is no change in the grading of this post and it will continue to report directly to the Chief Executive as part of the Chief Executive's Directorate.
- 4.9 The current JNC structure in the Chief Executive's Directorate is set out in Appendix A, and the proposed structure set out in Appendix B.
- 4.10 In accordance with section 143A of the Local Government (Wales) Measure 2011, Councils are required to seek views from the Independent Remuneration Panel for Wales (IRPW) on changes to chief officer salaries. There has been an exchange of information between Bridgend CBC and IRPW in which IRPW have requested further information. This has now been provided and will be considered at their next meeting scheduled on 25 October 2019. If, instead of approving the proposed structure,

IRPW propose an alternative or raise concerns, the matter will be brought back to Council by way of a further report. If IRPW have no comment there will not be a further report.

5. Effect upon policy framework and procedure rules

5.1 None.

6. Equality Impact Assessment

6.1 Once the formal consultation process has concluded, an EIA will be conducted.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial implications

8.1 The cost of this proposal is an additional £12,978 at the top of the grade and this increase (plus on-costs) can be met from within the existing finance budget. This increase should be seen in the context of substantial overall senior management savings that have been made over recent years including those outlined in paragraph 3.2. , totalling over £250,000. In addition the appointment to a permanent position of Chief Finance, Performance and Change Officer will enable a restructure of the Finance department to address the current interim arrangements that exist throughout the management structure. It is anticipated that through this process an overall significant net saving will be made within the finance budget.

9. Recommendation

9.1 It is recommended that Council, subject to any further report being necessary as outlined in paragraph 4.10:

- i. Approves the proposal to redesignate the existing Head of Finance and Performance to Chief Officer Finance, Performance and Change;
- ii. Authorises the Chief Executive to commence a formal consultation with relevant JNC officers in the Chief Executive's Directorate;
- iii. Authorises the Chief Executive to determine the final structure and appoint to it in accordance with the Council's procedures for recruitment of JNC Officers.

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Background documents: None