

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

13 APRIL 2016

REPORT OF THE CHIEF EXECUTIVE

JNC OFFICER STRUCTURE AND APPOINTMENT OF SECTION 151 OFFICER

1. Purpose of the Report

1.1 To seek approval for:

- The deletion of the role of Corporate Director Resources
- The replacement of the current role of Assistant Chief Executive with a new role of Corporate Director of Operational Services and Partnerships
- Re-designation of the Corporate Director of Education and Transformation as Corporate Director Education and Family Support
- The appointment of the Head of Finance as the Council's Section 151 officer.

2. Connection to the Corporate Plan

2.1 The Corporate Management Board structure directly supports the delivery of the Council's Corporate Plan

2.2 The Council is required to designate a suitably qualified officer as the statutory S151 officer. It is usual for this role to be fulfilled by a manager of suitable seniority in order to be able to fulfil the legal responsibilities of that statutory role.

3. Background

3.1 The Current Director Resources and S151 Officer has resigned. The current medium term financial strategy identifies a saving to be achieved by the reduction of a Corporate Director post. Therefore the resignation of the director provides an opportunity to reallocate those functions.

3.2 The Corporate Director for Education and Transformation has provided the necessary leadership focus to define and establish the Council's transformation programme. This programme is now considered to be core activity with individual directors leading specific programmes and a central support team managed from within the Assistant Chief Executive's directorate. Therefore there is need to re-designate the Corporate Director for Education and Transformation Services to clearly reflect the current position and status of the transformation programme.

4. Current situation / proposal

4.1 The reallocation of the functions of the Corporate Director of Resources can be accommodated amongst the remaining members of the Corporate Management Board allowing this post to be deleted. However the additional duties to be allocated to the current Assistant Chief Executive (ACE) mean that portfolio is of a scale and complexity consistent with that of a Corporate Director. The post holder

will assume line management responsibility for Housing and Homelessness, Information and Communication Technology, Human Resources & Organisational Development, Customer Service and Communications & Marketing and Project Management. This is in addition to his existing responsibilities for Legal Services, Democratic Services (including members Services and Scrutiny), Procurement, Registrars, Performance and Partnerships and the client side for the shared regulatory service. It is therefore proposed that the ACE post is redesignated Corporate Director of Operational Services and Partnerships to appropriately reflect these changes

- 4.2 This amounts to a reduction of the Corporate Management Board from 6 to 5 (including the Chief Executive)
- 4.3 It is proposed that the Director of Education and Transformation is re-designated as Director of Education and Family Support. The Director is also assuming some additional responsibilities that currently reside with the Director of Resources but there are no grading or cost implications of this change. The Director would retain her current statutory roles (Lead Director for Children and Young Peoples Services and Chief Education Officer)
- 4.4 The current Head of Finance and ICT will assume the role of S151 officer. In so doing the post holder will no longer have responsibility for ICT which moves to another Corporate Director. This is to allow additional capacity for the post holder to dedicate time to the S151 role which includes participating at Corporate Management Board on the same basis as other members of CMB as well as meetings between CMB and Cabinet. The Head of Finance will report directly to the Chief Executive.

5. Effect on Policy Framework and Procedure Rules

- 5.1 None

6. Financial implications

- 6.1 The net saving arising from these proposals is £127k pa with immediate effect.

7. Equality Impact Assessment

- 7.1 An equalities impact assessment (initial screening) has been undertaken which indicates that there are no equality implications in this process.

8. Recommendations

8.1 The Council:

- Deletes the post of Corporate Director Resources
- Deletes the post of Assistant Chief Executive and replaces it with the post of Corporate Director Operational Services and Partnerships
- Re-designates the Corporate Director for Education and Transformation as the Corporate Director for Education and Family Support

- Re-designates the Head of Finance and ICT as Head of Finance and appoints the post holder to the role of S151 officer with effect from 15th April 2016

**DARREN MEPHAM
CHIEF EXECUTIVE
05 April 2016**

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Background documents: None