



RHONDDA CYNON TAF COUNCIL

RECORD OF DECISIONS OF THE EXECUTIVE

DECISION MADE BY: Cabinet DATE DECISION MADE: 24 June, 2021

Cabinet Members Present:

Councillor A Morgan (Chair), Councillor M Webber (Deputy Chair),
Councillor R Bevan, Councillor A Crimmings, Councillor M Norris,
Councillor J Rosser, Councillor R Lewis, Councillor C Leyshon and
Councillor G Hopkins

Agenda Item : 8

SUBJECT: Review of the Council's Senior and Associated Management post structure

1. DECISION MADE:

Following the consideration of the report of the Chief Executive containing exempt information as defined in Paragraph 12 and 13 of Part 4 of Schedule 12A of the Local Government Act, 1972 (as amended), namely information relating to a particular individual and information which is likely to reveal the identity of an individual, it was **AGREED:**

1. That the revised directorate structures shown at Appendices 2(i), 2(ii) and 2 (iii) be implemented from the 1st August 2021 and structure at 2(iv) be implemented from the 1st October 2021. Agreed to approve a further structural change as shown at Appendix 3(i), which will be effective from the 1st May 2022 (subject to the necessary staff consultation process).
2. To note that implementation of all of the revised structures would provide an overall estimated reduction in annual management costs at the Senior and Associated Management grade levels of £250,000 (inclusive of on-costs);
3. To note that as part of the ongoing efficiency savings programme, then subject to any required approval of the Council's Appointment's Committee, it would result in the deletion of the following posts from the Council's structure, in line with the above structural amendment dates in decision 1 above:
 - i) Group Director – Prosperity, Development & Frontline Services (Group Director grade);
 - ii) Service Director of Community Services (Service Director Level 2);
 - iii) Service Director of Public Protection (Service Director Level 2);
 - iv) Head of Leisure, Parks & Countryside (Head of Service Level 1); and
 - v) Head of Customer Care* (Head of Service Level 1)

** please note this post was subject of an agreed VER request on the 30th April 2020. This post is not associated with the estimated reduction in management costs as detailed above but now needs to be formally removed from the Council's structure.*
4. To note that emanating from the decision in 1 above Cabinet would be authorising:
 - a) the amendment of the post Director – Corporate Estates (Director Level 2) to Director – Corporate Estates (Director Level 1);
 - b) the amendment of the post of Head of Corporate & Management Accounting (Head of Service Level 1) to Service Director – Corporate & Management Accounting (Service Director Level 2);
 - c) the amendment of the post of Head of Education & Financial Reporting (Head of Service Level 1) to Service Director – Education & Financial Reporting (Service Director Level 2);
 - d) the amendment of the post of Head of Community & Children's Finance

(Head of Service Level 1) to Service Director – Community & Children’s Finance (Service Director Level 2);

- e) the amendment of the post of Head of Organisational Development (Head of Service Level 1) to Service Director – Organisational Development (Service Director Level 2);
- f) the amendment of the post of Head of Employee Relations (Head of Service Level 2) to Head of Employee Relations (Head of Service Level 1);
- g) the amendment of the post of Service Director – Pensions, Procurement & Transactional Services (Service Director Level 2) to Service Director – Pensions, Procurement & Transactional Services (Service Director Level 1);
- h) the amendment of the post of Head of Revenues & Benefits (Head of Service Level 2) to Head of Revenues & Benefits (Head of Service Level 1);
- i) the amendment of the post of Head of Accommodation Services (Head of Service Level 2) to Head of Accommodation Services (Head of Service Level 1);
- j) the amendment of the post of Director – Education & Inclusion Services (Director Level 2) to Director – Education & Inclusion Services (Director Level 1);
- k) the amendment of the post of Head of 21st Century Schools (Head of Service Level 1) to Service Director- 21st Century Schools & Transformation Services (Service Director Level 1);
- l) the amendment of the post of Head of Transformation & Education Information (Head of Service Level 2) to Head of Transformation, Admissions and Governance (Head of Service Level 1);
- m) the amendment of the post of Head of Achievement Secondary (0.5) (soulbury grade) to Head of Secondary Achievement & Wellbeing (soulbury grade);
- n) the amendment of the post of Head of School Advisory Support (soulbury grade) to Head of Primary Achievement (soulbury grade);
- o) the amendment of the post of Head of Strategic Investments (Head of Service Level 1) to Service Director – Transportation, Enforcement & Strategic Investments (Service Director Level 2);
- p) recommends to Council the amendment to the post of Group Director – Community & Children’s Services (Group Director grade) to Deputy Chief Executive & Group Director – Community & Children’s Services (Group Director grade);
- q) the creation of the post of Head of Technology (Head of Service – Level 1);
- r) the creation of the post of Head of Digital Transformation (Head of Service – Level 2);
- s) the creation of the post of Head of ICT Operations (Head of Service – Level 2);
- t) the creation of the post of Head of Data, IM & Systems (Head of Service – Level 2);
- u) the creation of the post of Head of Learning Disability & Mental Health (Head of Service – Level 1);
- v) the creation of the post of Head of Community & Welsh Language

- Services (Head of Service – Level 2);
- w) the creation of the post of Head of Arts, Culture & Library Services (Head of Service – Level 2);
 - x) the creation of the post of Head of Leisure, Sports & Parks Services (Head of Service – Level 2);
 - y) the creation of the post of Head of Public Protection & Regulatory Services (Head of Service – Level 1);
 - z) the creation of the post of Head of Community Protection & Housing Services (Head of Service – Level 2);
 - aa) the creation of the post of Head of Planning (Head of Service – Level 1);
 - bb) the creation of the post of Head of Major Developments & Investments (Head of Service – Level 2);
 - cc) the creation of the post of Head of Housing Strategy & Investments (Head of Service – Level 2);
 - dd) the creation of the post of Head of Infrastructure Asset Management (Head of Service – Level 2);
 - ee) the creation of the post of Head of Flood Risk Management and Strategic Projects (Head of Service – Level 2); and
 - ff) the amendment of the post of Service Director – Frontline Services (Service Director – Level 1) to Director of Frontline Services (Director Level 1)
- 5 That as a consequence of the proposals outlined in 1 above, to transfer certain functions outlined in the report from Frontline Services to Corporate Estates;
- 6 That as a consequence of the decision taken in 1 above, to transfer certain functions outlined in the report from the Public Health, Protection & Community Services to Frontline Services;
- 7 To authorise the Chief Executive, in conjunction with the Director of Human Resources, to commence the staff consultation process in accordance with the Council's agreed Managing Change Policy and, subject decision 8 below, thereafter implement the proposals;
- 8 Subject to the completion of the consultation process above (decision 7), and where necessary, refer the matter of the terms and conditions of employment and remuneration of the posts included in the proposed revised directorate's structure, shown at Appendices 2(i) to 2(iv) (subject to the amendments detailed in 10 and 11 below) and 3(i) to the report, to the Appointments Committee and/or full Council as appropriate;
- 9 To note that consequential changes would be required to the Council's Constitution in terms of the removal and creation of Chief Officer posts;
- 10 To note an amendment to Appendix 2(iv) in respect of two Head of Service Posts which should fall under the Frontline Services Directorate and not the Prosperity & Development Directorate namely the Head of Flood Risk Management & Strategic Projects (reporting to Service Director – Transportation, Enforcement & Strategic Investments) and Head of

Infrastructure Management (reporting to Service Director – Highways & Engineering); and

11 To note an amendment to Appendix 2(iii) (Corporate Estates Directorate) namely that the post of Head of Operational Property Services is to be renamed as Head of Energy & Carbon Reduction

2. REASON FOR THE DECISION BEING MADE:

The need to provide Cabinet with details of a review undertaken by the Chief Executive with regards to revisions to the Council's Senior and Associated Management post structure.

To advise Cabinet that Implementation of the proposals contained within the report would deliver a total new estimated reduction in annual Senior and Associated management costs of £250,000 (inclusive of on-costs) once fully implemented.

3. LINKS TO CORPORATE PRIORITIES/FUTURE GENERATIONS - SUSTAINABLE DEVELOPMENT:

This report supports one of the Council's corporate priorities namely, Living within our means – where services are delivered efficiently to achieve value for money for the taxpayer.

4. CONSULTATION UNDERTAKEN PRIOR TO DECISION BEING MADE:

None

5. PREVIOUS CONSIDERATION BY A COMMITTEE OF THE COUNCIL:

None

6. PERSONAL INTERESTS DECLARED:

The following officers declared a personal and pecuniary interest in this matter and left the meeting when the matter was discussed and voted upon:

- Mr B Davies – Director of Finance & Digital Services
- Mr A Wilkins – Director, Legal Services
- Ms G Davies - Director, Education & Inclusion Services
- Ms Andres Richards - Temporary Service Director 21st Century Schools and Transformation
- Mr D Powell - Director of Corporate Estates
- Mr R Waters - Service Director, Frontline Services
- Mr C Hanagan - Service Director, Democratic Services & Communication

The following officers declared personal and pecuniary interests in this matter but remained present whilst the report was considered in order to advise Cabinet:-

- Mr C Bradshaw – Chief Executive
- Mr R Evans – Director, Human Resources

7. DISPENSATION TO SPEAK (AS GRANTED BY STANDARDS COMMITTEE):

Cllr R Bevan advised of a dispensation received by the Standards Committee on the 27th November 2020 to speak and vote on all matters relating to the Community and Children's Services Group, save for any specific matters that directly affect his daughter who is employed by the Council in the Community and Children's Services Group.

8. (a) IS THE DECISION SUBJECT TO CALL-IN BY THE OVERVIEW AND SCRUTINY COMMITTEE:

Yes

Note: This decision will not come into force and may not be implemented until the expiry of 3 clear working days after its publication to enable it to be the subject to the Call-In Procedure in Rule 17.1 of the Overview and Scrutiny Procedure Rules.

The closing date for Call-In is 5pm on the 29 June 2021

8.(b) IF NO, REASONS WHY IN THE OPINION OF THE DECISION-MAKER THE DECISION IS EXEMPT OR NON APPLICABLE:

I. COUNCIL / SCRUTINY FUNCTION (CALL IN IS THEREFORE NON APPLICABLE):-
Reason: N/A

II. URGENT DECISION:-
Reason N/A

8.(c) IF DEEMED URGENT - SIGNATURE OF PRESIDING OFFICER OR DEPUTY PRESIDING OFFICER OR HEAD OF PAID SERVICE CONFIRMING AGREEMENT THAT THE PROPOSED DECISION IS REASONABLE IN ALL THE CIRCUMSTANCES FOR IT BEING TREATED AS A MATTER OF URGENCY, IN ACCORDANCE WITH THE OVERVIEW AND SCRUTINY PROCEDURE RULE 17.2:

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(PRESIDING OFFICER)

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(Dated)

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PUBLICATION

Publication on the Councils Website:- **Thursday, 24 June 2021**

APPROVED FOR PUBLICATION: ✓