



RHONDDA CYNON TAF COUNCIL APPOINTMENTS COMMITTEE

Minutes of the virtual meeting of the Appointments Committee held on Wednesday, 7 July 2021 at 10.00 am.

County Borough Councillors in attendance:

Councillor D Owen Jones
Councillor M Webber Councillor M Weaver
Councillor R Williams Councillor A Crimmings

Officers in attendance

Mr C Bradshaw, Chief Executive
Mr R Evans, Director of Human Resources
Mr A Wilkins, Director of Legal Services

1 DECLARATION OF INTEREST

In accordance with the Council's Code of Conduct, there were no declarations made pertaining to the agenda.

2 APOLOGY

An apology for absence was received from County Borough Councillor A Morgan. The Committee were advised that Councillor A Crimmings was acting as substitute member for Councillor Morgan, as in accordance with Council Procedure rule 22.1.

3 WELCOME

The Chairman welcomed County Borough Councillor R Williams to the membership of the Committee and also extended a welcome to Councillor Crimmings.

4 MINUTES

It was **RESOLVED** to approve the minutes of the 20th November, 2020 as an accurate reflection of the meeting.

5 EXCLUSION OF THE PRESS AND PUBLIC

Members **Resolved** that the press and public be excluded from the meeting under Section 100A(4) of the Local Government Act, 1972 (as amended) for the next item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 12 of Part 4 of Schedule 12A of the Act.

6 THE COUNCIL'S SENIOR MANAGEMENT STRUCTURE

The Director of Human Resources provided the Committee with a summary of the report before them, which provided details of the recent Senior Management restructure agreed by Cabinet on the 24th June 2021 and sought to obtain the Committee's approval of relevant appointments emanating from those changes.

Members were advised of a minor alteration in appendix 2(iii) (a reporting structure chart), listed within the report and a revised version had been circulated to Members for information.

The Director advised that if Committee supported the recommendations within the report then consequential changes would be required to the Council's Constitution which would need Full Council's approval.

Members **RESOLVED**:

1. To note 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. Furthermore, the structure shown at Appendix 3(i), will be implemented from the 1st May 2022. This will provide an overall estimated reduction in annual management costs at the Senior and Associated Management grade levels of £250,000 (inclusive of on-costs).
2. To note that emanating from the revised directorate structures outlined in 2.1.1 of the report, Cabinet authorised the amendment of the following posts:
 - i) the amendment of the post Director – Corporate Estates (Director Level 2) to Director – Corporate Estates (Director Level 1);
 - ii) 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);
 - iii) 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);
 - iv) 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);
 - v) the amendment of the post of Head of Organisational Development (Head of Service Level 1) to Service Director – Organisational Development (Service Director Level 2);
 - vi) 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);

- vii) 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);
 - viii) 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);
 - ix) 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);
 - x) the amendment of the post of Director – Education & Inclusion Services (Director Level 2) to Director – Education & Inclusion Services (Director Level 1);
 - xi) 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);
 - xii) 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);
 - xiii) the amendment of the post of Head of Achievement Secondary (0.5) (soulbury grade) to Head of Secondary Achievement & Wellbeing (soulbury grade);
 - xiv) the amendment of the post of Head of School Advisory Support (soulbury grade) to Head of Primary Achievement (soulbury grade);
 - xv) the amendment of the post of Service Director – Frontline Services (Service Director L1) to Director – Frontline Services (Director L1);
 - xvi) 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);
 - xvii) the amendment of the post title of the Head of Operational Property Services (Head of Service - Level 2) to Head of Energy and Carbon Reduction (Head of Service - Level 2).
- 3 To note that emanating from the revised directorate structures outlined in 2.1.1 of the report, Cabinet authorised the creation of the following posts:

- i) the creation of the post of Head of Technology (Head of Service – Level 1);
 - ii) the creation of the post of Head of Digital Transformation (Head of Service – Level 2);
 - iii) the creation of the post of Head of ICT Operations (Head of Service – Level 2);
 - iv) the creation of the post of Head of Data, IM & Systems (Head of Service – Level 2);
 - v) the creation of the post of Head of Learning Disability & Mental Health (Head of Service – Level 1);
 - vi) the creation of the post of Head of Community & Welsh Language Services (Head of Service – Level 2);
 - vii) the creation of the post of Head of Arts, Culture & Library Services (Head of Service – Level 2);
 - viii) the creation of the post of Head of Leisure, Sports & Parks Services (Head of Service – Level 2);
 - ix) the creation of the post of Head of Public Protection & Regulatory Services (Head of Service – Level 1);
 - x) the creation of the post of Head of Community Protection & Housing Services (Head of Service – Level 2);
 - xi) the creation of the post of Head of Planning (Head of Service – Level 1);
 - xii) the creation of the post of Head of Major Developments & Investments (Head of Service – Level 2);
 - xiii) the creation of the post of Head of Housing Strategy & Investments (Head of Service – Level 2);
 - xiv) the creation of the post of Head of Infrastructure Asset Management (Head of Service – Level 2);
 - xv) the creation of the post of Head of Flood Risk Management and Strategic Projects (Head of Service – Level 2).
- 4 To recommend to Full 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).

- 5 To note the agreed transfer by Cabinet to:
 - i) Facilities Cleaning from Frontline Services to Corporate Estates;
 - ii) Countryside Services from Public Health, Protection & Community Services to Frontline Services.
- 6 To agree, in accordance with the Council's change management process, due to the strong contractual claim in place, to formally resolve to recommend to Full Council that Mr. David Powell be assigned to the post of Director of Corporate Estates (Director Level 1) effective from 1st August 2021;
- 7 To agree, in accordance with the Council's change management process, due to the strong contractual claim in place, to formally resolve to recommend to Full Council that Mrs. Gaynor Davies be assigned to the post of Director of Education & Inclusion Services (Director Level 1) effective from 1st August 2021;
- 8 To agree, in accordance with the Council's change management process, due to the strong contractual claim in place, to formally resolve to recommend to Full Council that Mr. Roger Waters be assigned to the post of Director of Frontline Services (Director Level 1) effective from 1st October 2021;
- 9 To agree, in accordance with the Council's change management process, due to the strong contractual claim in place, to formally assign Mr. Ian Traylor to the post of Service Director – Pensions, Procurement & Transactional Services (Service Director – Level 1) effective from 1st August 2021;
- 10 To agree, in accordance with the Council's change management process, due to the strong contractual claim in place, to formally assign Ms. Debra Hughes to the post of Service Director – Organisational Development (Service Director – Level 2) effective from 1st August 2021;
- 11 To agree, in accordance with the Council's change management process, due to the strong contractual claim in place, to formally assign Ms. Andrea Richards to the post of Service Director - 21st Century Schools & Transformation Services (Service Director – Level 1) effective from 1st August 2021;
- 12 To agree, in accordance with the Council's change management process, due to the strong contractual claim in place, to formally assign Mr. Steven Williams to the post of Service Director – Transportation, Enforcement & Strategic Investments (Service Director – Level 2) effective from 1st October 2021;
- 13 To recommend to Full Council that Mr. Paul Mee be formally placed

into the role of Deputy Chief Executive & Group Director – Community & Children’s Services (Group Director grade) effective from 1st August 2021;

- 14 To delete (at the appropriate time outlined in the report) the following posts from the Council’s structure:
- 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.*

- 15 To note that consequential changes will be required to the Council’s Constitution as a result of implementation of the above initiatives which will need Full Council’s approval.

**THIS MEETING CLOSED AT 10.10
am**

**D OWEN-JONES
CHAIR.**