

APPOINTMENTS COMMITTEE

Appointments Committee date	24 th November 2014
Officer	Peter Bungard, Chief Executive
Purpose of report	Subject to the decision of Gloucester City Council on the 20 th November, to endorse the establishment of the joint role of Managing Director, Gloucester City Council / Strategic Commissioning Director, Gloucestershire County Council.
Recommendations	Subject to the decision made by the City Council on the 20 th November 2014 to establish this joint post, to ratify the post and to approve both the reporting arrangements within the County Council's senior management structure, and the outline appointments process.
Resource implications	The council will be contributing 50% to the overall cost of the role. The proposal is to offset the £71k employment costs through the savings that will be made by the planned rationalisation of the county council's senior management structure. Further efficiency savings are anticipated from joint working and back office services.
Annex	Gloucester City Council report for 20 th November Council meeting 'Joint proposal for a shared Managing Director and Commissioning Director for Gloucester City Council and Gloucestershire County Council.'

Background

1. Since the deletion of the City Council Chief Executive role in March of this year and the departure of the post holder for the Director of Resources role the City Council has been considering options for its future sustainable senior management arrangements.

Exploratory, cross-party discussions have taken place between City and County Council political leaders, supported by senior officers, and facilitated by the Local Government Association (LGA).

These discussions have concluded that the creation of a joint role incorporating the statutory City Council's Head of Paid Service role, whilst fulfilling a key commissioning role for the County Council would ensure the best use of respective, reducing, resources, and provide major benefits for both authorities and residents.

2. The joint role will have insight and influence over the combined investment (circa £97m) in Gloucester, which offers huge opportunities for both organisations to better address the needs of the City. A combined post will build on the partnership working that has already developed between the two councils; for example the provision of some back office services and support.

For the City Council, the joint role will provide a much needed resilient senior management structure, at a reduced cost. For the County Council, the combined role will enhance capacity and capability to continue to work with communities and create quality partnerships focusing resources on services, particularly those for vulnerable people and families in the City, where geographically our greatest 'need' is found (for example 45% of the families supported through the County Council's Troubled Families programme are Gloucester residents).

3. The recommendation for the joint appointment is the subject of a Gloucester City Council meeting on the 20th November (see Annex). A job profile has been drafted and subject to the outcome of the Council will be subject of a discussion by a new Joint Panel which will be established to govern this position.
4. The City Council will be the employer and the position will be jointly, equally, funded by the City and County Councils. The post will report to the Leader of the City Council as Head of the Paid Service and be responsible for delivering the City Council's Strategic Plan. As Strategic Commissioning Director, the combined post will also be part of the County Council's senior management structure, and report to the Chief Executive.
5. The process for appointing to the joint post will need to be agreed by both Councils.

Recommendations

6. Subject to the outcome of the City Council meeting on the 20th November, the Appointments Committee is asked to:

(i) Endorse the establishment of the joint role of Managing Director, Gloucester City Council / Strategic Commissioning Director, Gloucestershire County Council.

(ii) Approve the consequent, minor change, to the County Council's senior management structure and proposed reporting lines.

(iii) Endorse the proposal to fund the County's equal contribution to the cost of the combined post through the planned savings to be made by rationalising the County Council's senior management structure, noting that proposals will be put to this Committee in the New Year.

(iv) Authorise the Chief Executive of Gloucestershire County Council to approve the joint appointment process and associated timescales following consultation with the following: the City Council, Leader of the County Council; Leaders of the Liberal Democrat and Labour Groups, and the Cabinet Member for Finance and Change.