

APPOINTMENTS COMMITTEE REPORT

Committee Date	6 March 2020
Officer	Mandy Quayle, Director of Digital and People Services on behalf of Peter Bungard, Chief Executive and Head of Paid Service
Purpose of Report	To summarise changes to the Council's senior management structure; approve consequent decisions, and note the process for appointing to the revised post of Director of Policy, Performance & Governance which includes the Monitoring Officer role
Recommendations	<p>The committee agrees that:</p> <ul style="list-style-type: none"> • the post of Director of Strategy and Challenge be deleted and replaced with a retitled post of Director of Policy, Performance & Governance, which will incorporate the statutory requirement for a Monitoring Officer. • the candidates for the Director of Policy, Performance & Governance are drawn from existing GCC employees as it is believed there is benefit to supporting internal development and that there are sufficient skills and expertise internally without needing to incur the cost and time in undertaking an external recruitment process. <p>The committee notes the following:</p> <ul style="list-style-type: none"> • that that the internal promotion will allow for the deletion of an Assistant Director or Head of Service position which will result in a financial saving. • Subject to the above recommendations being agreed, an Appointments Sub-Committee will be held on the 11 March 2020 to appoint the Director of Policy, Performance & Governance.
Resource Implications	<p>The revised Director role is a direct replacement of a previous role so there is no additional cost. The post vacated by the internal promotion to the Director of Policy, Performance and Governance will be deleted resulting in a saving of approx. £75,000. This has already been assumed in the Corporate Resources position for 2020/21.</p>

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1. Purpose of Report

The purpose of this report is to update members on a further phase of changes to the Council's senior management structure; approve the consequent decisions and to agree the process of appointing to the revised position.

2. Background

Following a number of changes in the senior team, CoMT began conversations regarding our operating model and senior leadership team in 2019 to ensure that we are best placed to meet our 'Gloucestershire – Looking to the future' aims and objectives.

The peer review undertaken in 2018 also emphasised the need for review and clarification of our operating model.

The Appointments Committee agreed at its meeting on 5 February 2019 to delete the Director: Strategic Finance post and replace it with the role of Deputy Chief Executive or Director of Corporate Resources which combined the s151 role with oversight of a wider range of services. This was due to the need to act promptly to address the departure of the then Director Strategic Finance and to position us effectively in the recruitment market.

It was highlighted at the time that this was an initial change in the short term to be followed by a wider review of the operating model and next tier of the leadership team.

3. Senior Management Structure

CoMT agreed at a meeting on the 12 December 2019 to reaffirm its commitment to an operating model which emphasises a corporate approach with shared accountability. It was further agreed:

- the Council should be structured in Directorates not clusters
- there will be consistent leadership job titles with consistent core job profiles as follows:
 - Executive Director - RB9
 - Directors - RB8
 - Deputy Directors – RB7 by exception where deputising for a statutory position
 - Assistant Directors - RB6
 - Heads of Service - RB3-5 as required by the specifics of the service and defined by job evaluation

- to introduce a new strategic board called the Strategic Leadership Team (SLT) made up of the Chief Executive, Executive Director of Children’s Services, Executive Director of Adults Social Care, Executive Director of Economy, Environment and Infrastructure, Executive Director of Corporate Resources, Chief Fire Officer, Director of Public Health and Joint Director & MD City Council
- to replace CoMT with the Corporate Leadership Team (CLT) which includes all of the Directors.

4. Appointment of the Monitoring Officer

The Monitoring Officer is a statutory chief officer role which the authority must have in place. The statutory officer must be appointed to a post with a job description which can contain other duties but must include the requirements of the monitoring officer role.

Since his appointment in August 2019 and following the departure of the previous monitoring officer in September 2019, the Executive Director of Corporate Resources has reviewed the newly created Corporate Resources Directorate. As a consequence of that review, it is proposed to establish the role of Director of Policy, Performance and Governance which will include the Monitoring Officer role.

Recognising that there has been a significant amount of change in the senior team and that there is, therefore, benefit in developing and retaining organisation memory, it is proposed to fill the role by undertaking an internal process by ring fencing a small number of senior officers from within the Directorate with the appropriate skills and experience.

Should the Appointment Committee agree to this approach, there will be an Appointments Sub-Committee held on 11 March 2020 in order to interview shortlisted candidate(s) and appoint to the post.

5. Adults Directorate

The Executive Director of Adult Social Services has advised of her intention to retire in the coming 12 to 18 months. The Chief Executive has started an engagement exercise with SLT and Directors within Adult Services to hear their suggestions and proposals around the senior management structure of that area, so that some recommendations can be prepared for Members on the way forward. Recommendations for appointment to the statutory Director of Adults Social Services will be considered by a future meeting of the Appointments Committee.

6. Resource Implications

The substantive post of the successful candidate appointed to the monitoring officer role will be deleted resulting in a saving of approximately £75k. Therefore no additional cost is anticipated and there are no other resource implications anticipated in terms of Personal Assistant support, ICT or accommodation.