

Extraordinary Cabinet

22 July 2013

Present: Mrs N Redfearn (Elected Mayor) (in the Chair),
Councillors EN Darke, I Grayson, JLL Harrison, F Lott,
CB Pickard, L Spillard and JJ Stirling

CAB61/07/13 Apologies

Apologies were received from Councillors CA Gambling and R Glindon.

CAB62/07/13 Declarations of Interest

No declarations of interest were made.

CAB63/07/13 Exclusion Resolution

Resolved that under Section 100A (4) of the Local Government Act 1972 (as amended) and having applied a public interest test as defined in Part 2 of Schedule 12A of the Act, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraphs 1, 3 and 4 of Part 1 of Schedule 12A to the Act.

CAB64/07/13 Review of Senior Leadership Team

Cabinet considered a report which detailed proposals to restructure the Senior Leadership Team (SLT) following a 30 day consultation period and requested approval of a final structure for the SLT.

Following consultation with the Mayor and Deputy Mayor, the Interim Chief Executive had drawn up a proposed structure for consideration (detailed at Appendix 1 of the report).

The proposed structure intended to address a number of issues currently facing the Authority including:

- a general downsizing of the directly employed workforce;
- increased partnership working;
- the continuing financial pressures predicted in the Authority's Financial Plan;
- the need to retain as much stability in the organisation as possible; and
- the priority that the Elected Mayor and Cabinet wanted to be given to front line service delivery.

The report detailed the initial proposals that had been circulated for consultation and a summary of the comments received, the responses to the consultation comments and the final proposals which took into account the consultation comments.

In considering the report Cabinet was requested to agree the job title of the proposed new Head of Service with responsibility for Environment and Culture*.

Cabinet considered the following decision options:

Option 1 – approve the actions set out in paragraph 3.1 (i) to (v) of the report.

Option 2 – consider some or all of the alternatives referred to in Section 2 of the report and undertake further consultation.

Option 3 – take no action and review options at a later date.

Resolved that (1) the revised Senior Leadership Team structure detailed in Appendix 3 of the report, be approved.

(2) the proposed pay grades detailed in Appendix 4 of the report be recommended to Council for inclusion in the Council's Pay Policy, due to be considered by Council on 25 July 2013.

(3) the newly created Head of Service post with responsibility for Environment and Culture, be given the title of Head of Environment and Culture.

(4) the Job Fill Matrix detailed at Appendix 5, setting out how posts will be filled, be approved.

(5) the Interim Chief Executive, in consultation with the Elected Mayor and Deputy Mayor, produces an implementation plan to secure the completion of the restructure by agreed milestones, given that in some service areas such as Children, Young People and Learning there may need to be a transition period, provided all changes are fully in place and operable by no later than 31 March 2014.

(6) the Interim Chief Executive be permitted to feedback to consultees, Cabinet's consideration of their comments on the proposals.

(Reason for Decision – it achieves the structure based on a Chief Executive and Deputy Chief Executive model with greater emphasis on front-line service delivery with all the people and place based services that really impact on local people and local communities co-ordinated and managed under the Deputy Chief Executive (as Chief Operating and Delivery Officer).

It gives a significant financial efficiency and can be implemented quickly but with sensible transitional arrangements to avoid service disruption.)

CAB65/07/13 Date and Time of Next Meeting

6.00pm on Monday 12 August 2013.

Minutes published on Thursday 25 July 2013.

Decisions contained within these Minutes may be implemented (unless called in by 3 Non-Executive Members for consideration by the Overview and Scrutiny Committee) immediately following the expiry of the call-in period; ie 5.00pm on 1 August 2013.

*A correction to these minutes was made at the Cabinet meeting on 12 August 2013, to amend any reference to 'Head of Environment and Culture' to 'Head of Environment and Leisure'.