



COUNCIL – 10TH JUNE 2014

SUBJECT: INTERIM CORPORATE MANAGEMENT TEAM AND GOVERNANCE ARRANGEMENTS

REPORT BY: INTERIM CHIEF EXECUTIVE

1. PURPOSE OF REPORT

- 1.1 The purpose of the report is to seek agreement from Council to the continuation of the existing interim arrangements currently in place for the Corporate Management Team for a further period of six months. Council are also asked to note/endorse the revised interim arrangements for governance.

2. SUMMARY

- 2.1 Interim arrangements for Corporate Management Team and governance have been in place for over 12 months but are subject to regular periodic review. This report reflects the latest review.
- 2.2 In my last report to Council (11th March 2014) I indicated that the arrangements had been very successful but there was now a need for a more detailed evaluation given the changing circumstances. There was also a need to respond to the situation in Legal Services given the recent suspension of the Head of Legal Services.
- 2.3 This reports responds to those specific issues.

3. LINKS TO STRATEGY

- 3.1 To achieve the Council's strategic aims, provide services as planned and to fulfil its statutory duties, including the duty to make arrangements to secure continuous improvement.
- 3.2 To implement effective governance across the Council.

4. THE REPORT

Background

- 4.1 At the Special Council on the 12th March 2013, Members agreed interim arrangements for the Corporate Management Team (CMT). My appointment on the 23rd July 2013, has overtaken the previous decision regarding the acting Chief Executive but other aspects remain in place i.e. Sandra Aspinall as Acting Deputy Chief Executive (with responsibilities for the Environment Directorate) and Nicole Scammell as Acting Director of Corporate Services (and S151 Officer).

- 4.2 These arrangements have worked very well but, as indicated in previous reports and presentations, I believe that due to the changing circumstances (and protracted nature of the interim arrangements) there is a need to strengthen CMT to face the challenges of the immediate future (e.g. financial constraints, legislative change and potential local government reorganisation).

Corporate Management Team

- 4.3 Since March some work has been initiated in consultation with colleagues on the number/role of Directors and Heads of Service etc. but it will be no surprise to hear that there are no easy solutions given the financial/practical and HR constraints e.g. adding back a Director.
- 4.4 However, as this review was progressing the court hearing in April provided greater clarity on realistic timescales etc. and it became clear that the need for interim arrangements is going to last a considerable period of time (probably another year or so). As a result I felt it appropriate to review my own position before reaching any conclusions as I recognise that structure changes of this nature have a significant personal element and it would not be appropriate to propose a restructure (even on an interim basis) around my own priorities/values etc if I were not to be here long enough to support that new structure.
- 4.5 Whilst I have thoroughly enjoyed my return to Caerphilly I believe that I have now largely fulfilled my original remit and, due to my personal circumstances and family commitments, I am unwilling to increase my time commitment or stay much longer. I have therefore regrettably reached the conclusion that my employment should be brought to a close at the next scheduled review date of July 2014 and the Council should seek a replacement. This will in itself hopefully provide an opportunity to strengthen CMT by bringing in different skills and (if a full time appointment) additional capacity to the CMT. There is a separate report on this issue by the Leader.
- 4.6 On this basis I would recommend that existing arrangements (in respect of Acting Deputy Chief Executive and Acting Director of Corporate Services) be extended for a period of six months to allow revised arrangements for the Chief Executive to be put in place and the position considered by the new appointment in due course. Existing arrangements continue to work well so I see no inherent risk in this.

Corporate Governance Arrangements

- 4.7 The substantive structure provides for the Head of Legal Services to be the Monitoring Officer. However, because of the circumstances at the time, Council in March 2013, agreed that the position be temporarily split with the role of Monitoring Officer being transferred to the then Deputy Monitoring Officer and separated from Legal Services.
- 4.8 Because of the recent suspension of the Head of Legal Services this situation has had to be reviewed and a report was submitted to Cabinet on the 2nd April 2014 with the recommendation that the roles are brought back together and an Interim Head of Legal Services/Monitoring Officer be appointed. The detail of this is set out in the Cabinet report.
- 4.9 Cabinet approved this approach and, following a due process, the Interim Monitoring Officer (Gail Williams) was appointed to the post and her substantive position of Deputy Monitoring Officer/Head of Democratic Services has been filled via another interim internal appointment (Angharad Price). There are still detailed practical consequences of this being worked through (e.g. reporting lines) but essentially the key corporate governance issues have been addressed via these interim appointments to run for a period to expire in April 2015.
- 4.10 The Democratic Services Committee endorsed the designation of the Interim Deputy Monitoring Officer as Interim Head of Democratic Services and this has been the subject of an earlier Report to Council.

5. EQUALITIES IMPLICATIONS

- 5.1 No equality impact assessment has been undertaken on this report as it essentially covers an extension to arrangements already agreed. The Council's review of governance processes across the Authority includes equalities considerations at each stage and is noted within individual reports to Scrutiny, Cabinet and Council.

6. FINANCIAL IMPLICATIONS

- 6.1 The recruitment of a full time Chief Executive is referred to in this report and, if actioned, will probably result in additional costs. However, it is not a specific recommendation of this report and the financial implications of that will be dealt with in a separate report.
- 6.2 The cost to temporarily extend the current arrangements for Corporate Management Team for a further six months is approximately £26,000. The costs of the interim acting arrangements resultant from the suspensions are funded from the core budget of the post. The cost of the suspensions is budgeted for separately.
- 6.3 The revised arrangements for Monitoring Officer/Deputy Monitoring Officer do not result in an additional cost as the arrangement accords to the substantive costed structure. The cost of suspended officers is budgeted for separately.

7. PERSONNEL IMPLICATIONS

- 7.1 The personnel implications are included in the report.

8. CONSULTATIONS

- 8.1 All consultation responses have been reflected in this report.

9. RECOMMENDATIONS

- 9.1 Council is asked to agree the extension of the interim Corporate Management Team arrangements for a further six months at which time they will be reviewed.
- 9.2 Council is asked to note the revised governance arrangements as set out in paragraphs 4.7 to 4.10 and endorse the interim appointment of the Monitoring Officer for a period to expire in April 2015.

10. REASONS FOR THE RECOMMENDATIONS

- 10.1 To ensure the Council has effective Corporate Management arrangements to lead the Council to deliver services to the residents of the County Borough.

11. STATUTORY POWER

- 11.1 Local Government Acts 1972 and 2000
Local Government and Housing Act 1989
Local Authorities (Standing Orders)(Wales) Regulations 2006

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