

REVIEW OF SENIOR MANAGEMENT TEAM TO SUPPORT JOINT WORKING

Background Information

1. At its Meeting on 6th June 2013, the Cabinet approved a report setting out the future opportunities for additional joint working with West Oxfordshire District Council (Minute CAB.8 refers). As part of that report, it was that recognised current differences between the Councils' Senior Management Structures were a potential barrier.
2. At its Meeting on 7th November 2013, the Cabinet considered detailed proposals to restructure the senior management with a phased reduction of Directors from four to three, and reduction of units from seventeen to twelve; with two units in each Council reporting directly to a non-shared Director and the other eight split between the existing shared Directors.
3. This was estimated to deliver annual savings of £300,000 in management team costs in 2014/15, with opportunities to deliver a further £200,000 by 2018/19.
4. The Strategic Outline Case for the 2020 Vision assumes that the additional savings resulting from the reduction of Strategic Directors within the Senior Management Team are delivered in full by 2017/18.
5. Both Councils are currently facing challenges - with Local Plans due to be considered for Inspection during 2015/16, and large numbers of significant "off-plan" applications to be dealt with.
6. Additionally, District Councils are taking on a wider leadership role in relation to economic regeneration, growth and infrastructure provision. The new duty to co-operate within the planning system is requiring substantial resource input not only in developing proposals but also in ensuring the individual Council's interests are protected.
7. The existing postholder at West Oxfordshire District Council has indicated his intention to leave in the Autumn of next year, which provides for the opportunity to move to a fully shared role between the two Councils at that time. Given the important role, it is considered beneficial to allow for a transition in advance of the existing postholder's retirement.
8. The existing postholder at Cotswold District Council would be eligible for consideration, but would not be legally required to apply for the post given the differences in job requirements; person specification; and remuneration. The existing postholder has indicated that he would not wish to be considered for the shared role, having served the Council for 40 years.

Financial Implications

9. One-off costs associated with redundancies resulting from the 2020 Programme changes have been assumed within the Strategic Outline Case, and will be funded as part of the overall 2020 Vision Programme utilising the Transformation Challenge Award grant and applying the cost sharing protocol approved by the 2020 Programme Board.

10. The shared post will be at the same grading and joint working supplement as the other shared Directors. These costs have been included within the financial estimates given below:

- Current Annual Establishment Costs (including on-costs) - £212,500
- Future Costs (including on-costs) - £111,259
- Annual Saving to be shared across the two Councils - £101,250

11. There will be a period of additional costs associated with the transitional period when the new postholder commences his/her employment and the retirement of the existing postholder at West Oxfordshire District Council. As the draft MTFS anticipates 2020 Vision Programme savings being delivered with effect from 2016/17, the additional costs in 2015/16 can be funded through existing revenue budgets. The detailed one-off costs associated with the potential redundancy are set out in Exempt Appendix 'C'.

Appointment Process

12. The appointment of Directors at CDC is delegated to a panel of Members (selected by the Chief Executive), with their decision reported to Council. At West Oxfordshire DC, the appointment is delegated to the Human Resources Committee, which also establishes the appointment panel. It is therefore recommended that a panel of 6 Members, consisting of the three from each Council, be established to oversee the appointment, with the decisions being reported to each Council.

13. It is envisaged that the recruitment for the post will commence in January 2015.

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