



COUNCIL

23RD FEBRUARY 2016

AGENDA ITEM (13)

2020 VISION PROGRAMME APPOINTMENTS

Accountable Members	Council
Accountable Officer	David Neudegg Chief Executive 01285 623000 david.neudegg@cotswold.gov.uk

Purpose of Report	Further to the 2020 Vision Programme matters considered and approved by Council on 29 th September 2015, to consider the residual staffing structure within Cotswold District Council.
Recommendations	(a) That the posts specified in paragraph 4.1 of this report be deleted from the establishment with effect from 1 st April 2016; (b) that Frank Wilson be appointed as the Lead Director and Head of Paid Service for the Council from 1 st April 2016; (c) that, as referenced in paragraph 5.3 of this report, the salary of each of the Strategic Directors be increased by £1,366 per annum, with effect from 1 st April 2016; (d) that the remaining content of this report be noted.
Reason(s) for Recommendation(s)	The Council needs to consider the operational issues in respect of the residual staffing structure within the Council (i.e. those areas which do not form part of the 2020 Partnership Shared Services).

Ward(s) Affected	All
Key Decision	No
Recommendation to Council	This matter is for Council decision

Financial Implications	These are included within section 5 of this report
Legal and Human Rights Implications	Not applicable
Environmental and Sustainability Implications	Not applicable
Human Resource Implications	These are included within section 4 of this report

Key Risks	The primary risk arising from the proposals is the capacity of Senior Managers to undertake their roles. This will be kept under review.
Equalities Impact Assessment	Not required

Related Decisions	Council, 29 th September 2015 - Approval of various matters relating to the 2020 Vision Programme
Background Documents	None
Attachment(s)	Appendix A - Roles and responsibilities of Senior Management Team Appendix B - Proposed revised split of responsibilities for Cotswold and West Oxfordshire District Councils

Performance Management Follow Up	(i) Implement Council decisions (ii) Monitor capacity of Senior Managers to undertake their roles.
Options for Joint Working	The 2020 Vision programme is a partnership between this Council, Cheltenham Borough Council, Forest of Dean District Council and West Oxfordshire District Council.

Background Information	
1. <u>General</u>	
1.1 At the Council Meeting held 29 th September 2015, Members considered and approved the 2020 Vision recommendations to establish a joint committee and implement new management structures across the partnership. It was recognised within the report that, as a consequence of the proposals, a further paper would be required to deal with the residual structures in each council.	
1.2 As part of the recommendations, the four partner authorities each confirmed David Neudegg to the post of Managing Director of the 2020 Vision Partnership. They had previously agreed to appoint Ralph Young to the role of Programme Director, currently on a secondment arrangement.	
1.3 It was further agreed to move to a shared Strategic Director for Planning, to become operational from April 2015. Christine Gore was appointed to this role, and assumed the full duties of the shared role with effect from 1 st October 2015.	
2. <u>Partnership Shared Services</u>	
2.1 The Business Case approved by the Council identified the following initial services for sharing from April 2016:	
<ul style="list-style-type: none"> • GO Shared Services (Finance, HR and Audit) • ICT • Public Protection • Building Control • Legal • Land and Property Services • Customer Services • Revenues • Benefits 	

2.2 In the proposed partnership model, shared services will be managed by a series of group managers each with their own defined areas. The business case is predicated on a long-term potential of seven shared service areas, with five being established by April 2016.

2.3 At the meeting of the Member Governance Board on 6th November 2015, the following structure (to be effective from 1st April 2016) was agreed for formal consultation with staff affected:

- GO Shared Services - Finance, HR and Audit
- Revenues and Welfare Support - Council Tax, and Housing Benefits (and Housing Support for CDC and WODC)
- Environmental and Regulatory Services - Public Protection and Building Control
- Customer and Business Support - Customer Services, Digital Services, Business Transformation, and ICT
- Land, Legal and Property - Asset Management, Legal Support, Property Management and Maintenance

2.4 The appointment process to these five posts has been completed and will become operational by 1st April 2016.

3. Senior Management Team Roles and Responsibilities

3.1 These roles and responsibilities are included in **Appendix A**.

3.2 Set out in **Appendix B** is a proposed revised split of responsibilities for Cotswold and West Oxfordshire District Councils.

3.3 In line with the 2020 Partnership Organisational Model, the Council needs to appoint a Lead Director; and it is anticipated that this will be a shared role with WODC. The Lead Director will act as the Head of Paid Service, be responsible for all Council operational matters and act as the principal advisor to the respective Councils. The Lead Director will be a member of the Partnership Commissioning Group.

3.4 The Managing Director role includes a provision to undertake work leading on county-wide partnership issues which involve member representatives (e.g. LEP and Growth Board) both in Oxfordshire and Gloucestershire, and it is assumed that the Council would this to continue.

4. HR Implications

4.1 As a result of the proposals, the following posts will be removed from the establishment as from 1st April 2016:-

Proposed posts to be deleted from existing structure	Employees affected by proposal
Shared Chief Executive (employed by WODC)	David Neudegg
Shared Strategic Director	Ralph Young
Shared Head of Legal and Property	Bhavna Patel

4.2 The work on the structure has also identified the need to amend one post within the structure. Although the job title will not change, the role itself will see some changes in responsibilities. This is detailed below:-

New post	Replaces
Head of GOSS	Head of GOSS

4.3 The role of the Head of Paid Service for the Council is currently undertaken by the Shared Chief Executive. It is recommended that Frank Wilson is appointed to this role from 1st April 2016.

4.4 Following the reports to Councils last October, David Neudegg has been appointed to the role of Partnership Managing Director. A recruitment process has been undertaken for the new shared services roles, and Bhavna Patel has been selected to undertake the new shared role of Land, Legal and Property Services Group Manager.

4.5 Elsewhere on the Council agenda is a stand-alone confidential report which details the options available in relation to the proposed deletion of the post of Shared Strategic Director (referred to in paragraph 4.1 above).

4.6 As a principle, no alternative options are considered applicable - the proposals follow on from previous decisions and from the on-going work of the Member Governance Board and, where appropriate, affected staff members have been consulted on a range of options.

5. Financial Implications

5.1 The Programme Board have agreed that the roles undertaken for the 2020 Vision will be fully funded and that any redundancy costs arising from the programme will also be funded.

5.2 In April 2015 the HR Committee at WODC (following consultation with the Leader of the Council) agreed an honorarium for the Strategic Director for Resources to reflect the increased role as a result of the appointment of the shared Chief Executive to the role of Managing Director for the 2020 Vision Partnership.

5.3 It has previously been agreed by the 2020 Vision Member Governance Board that the salaries for both Strategic Directors should be independently reviewed, with any recommendations being made to the Council. Following the independent assessment, it is recommended that both Strategic Directors receive a small further uplift in salary to reflect the amendments to their roles of £1,366.

5.4 The savings from the partnership shared management structure, following the establishment of the shared services, will contribute towards the overall ultimate estimated 2020 Partnership savings of £1.7m.

(END)