

TRAFFORD COUNCIL

Report to: Employment Committee
Date: 28th June 2021
Report for: Approval & information
Report of: Chief Executive

Report Title

Realignment of Corporate Leadership portfolios following the approval of the application for voluntary severance of the Corporate Director Governance and Community Strategy.

Summary

This report sets out proposals for the realignment of Corporate Director portfolios following the approval of voluntary severance of the Corporate Director Governance and Community Strategy with effect from 30th April 2022.

It sets out the direction of travel to implement the changes required so that the foundations are in place for us to continue to modernise and achieve our ambitions for a people focussed, digitally enabled and commercially minded council with services that provide the best customer experience making the most of our assets in the borough.

Recommendation(s)

1. Note the dis-establishment of the Corporate Director post Governance and Community Strategy reducing the number of Corporate Director level posts from five to four;
2. Note the creation of the post of Director of Legal and Governance and the re-alignment of the Legal and Governance function under the direction of the Chief Executive and the transfer of the Culture and Customer services portfolio into the Strategy and Resources Directorate under the direction of the Corporate Director;
3. Note the realignment of STAR under the Director of Finance & Systems portfolio;
4. Approve the job description for the Director of Legal and Governance Services and note that the holder of this post will also act as the Council's Monitoring Officer, at a remuneration level of £95,000 salary maximum and the subsequent recruitment arrangements;
5. Note the financial saving of £24,955 in 2022/23

Contact person for access to background papers and further information:

Name: Angela Beadsworth
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Background Papers: None

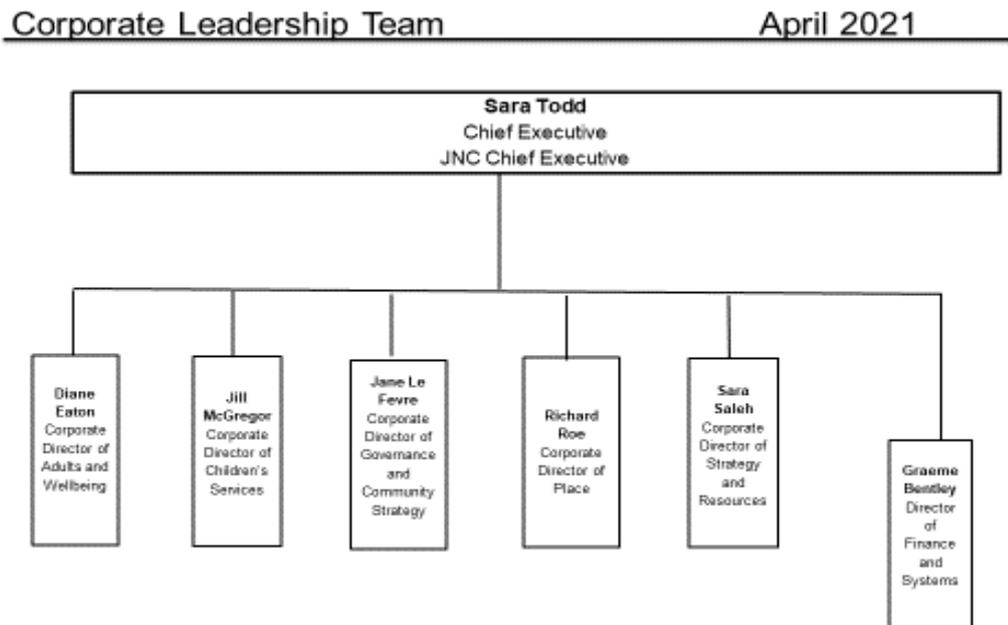
Relationship to Policy Framework/ Corporate Priorities	The safe and effective running of the organisation is a critical priority and the creation of a dedicated legal and governance service function and the re-alignment of customer service & cultural strategy and the STAR functions will support us to achieve our strategic vision and ambitions.
Relationship to GM Policy or Strategy Framework	The arrangements are very much aligned to the principles of collaboration expressed through GMCA policy direction and all associated strategies.
Financial	There is an overall saving of £24,955 in 22/23.
Legal Implications:	The proposals will continue to ensure that the Council meets statutory requirements in terms of the establishment and recruitment to the Monitoring Officer role.
Equality/Diversity Implications	We continuously strive to be inclusive and are committed to creating an environment that values and respects the diversity and richness that differences bring. By being inclusive, we can then better understand our residents and businesses and, in turn, serve them better.
Sustainability Implications	None
Resource Implications e.g. Staffing / ICT / Assets	Impacts on Corporate Director portfolios and on some Head of Service roles in terms of changes to reporting lines.
Risk Management Implications	None
Carbon Reduction	We aim to reduce our carbon footprint and costs through investing in our digital capabilities, and securing our future by generating income through partnerships and collaboration to ensure our long term sustainability.
Health & Wellbeing Implications	None
Health and Safety Implications	None

1.0 BACKGROUND

- 1.1 A realignment of Corporate Director portfolios was approved by the Executive in February 2020 and supported by Employment Committee in March 2020, following the completion of the high level business case for the Strategic Services Review (SSR). The report also outlined additional structural changes proposed to support the retirement of the Corporate Director, Finance and Systems, reducing the number of Corporate Director portfolios from six to five in April 2021.
- 1.2 The implementation of the Strategic Services review was subsequently delayed due to the need to divert our attention to the COVID 19 pandemic response in March 2020 and it is only more recently in May 2021, that it has been fully implemented.
- 1.3 This review saw the transfer of Community Safety and the Partnerships team into the Corporate Director Place from the Governance and Community Strategy portfolio, reducing the span of functional responsibilities.
- 1.4 The request of the Corporate Director Governance and Community Strategy to leave on voluntary grounds, presents a further opportunity to review Corporate Director

portfolios as we move into our recovery phase post COVID 19 and a refresh of our corporate priorities for 2022 and beyond.

- 1.5 The proposals contained in this paper further reduce the number of Corporate Director posts from five to four.
- 1.6 The current senior leadership structure is outlined below.



2.0 RE-ALIGNMENT OF CORPORATE DIRECTOR PORTFOLIOS

- 2.1 An options appraisal was undertaken of the impact of the request of the Corporate Director to leave on voluntary grounds and a number of options were presented for consideration.
- 2.2 The proposals contained in this report will place our legal and governance responsibilities at the core of our organisation with the new post of Director of Legal and Governance Services and Monitoring Officer, reporting directly to the Chief Executive.
- 2.3 Transferring customer services and cultural strategy into the Strategy & Resources Directorate aligns with our strategic ambitions to put people at the heart of everything we do, providing excellent customer experiences ensuring our services are accessible for all.
- 2.4 Our recovery planning will ensure that we continue to enhance our customer and performance orientated culture and support our colleagues to be bold and innovative, continuously challenging ourselves to improve our performance and customer service. We aim to reduce our carbon footprint and costs through investing in our digital capabilities, and work towards securing our future by generating income through partnerships and collaboration to ensure our long term sustainability.

- 2.5 The proposal sees the transfer of STAR back into the Finance and Systems portfolio where it will be hosted, as the Director of Finance and S151 Officer is a key stakeholder in the collaborative procurement service and will sit on the STAR Board to provide direction following the departure of the corporate Director for Governance and Community Strategy.
- 2.6 Given the impact of functional changes now being implemented as a direct result of an earlier review of Strategic Services, the request to leave on voluntary grounds by the Corporate Director presents an opportunity to review the wider Corporate Leadership Team portfolios.

The following changes to portfolios are therefore proposed.

- Design and recruit to a Director of Legal and Governance Services post at a salary up to £95,000 reporting directly to the Chief Executive. The post holder would also act as the Council's Monitoring Officer;
- Transfer STAR under the direction of the Director of Finance and Systems;
- Transfer Customer Services and Cultural Strategy into Strategy and Resources Directorate;

3.0 Recruitment to the post of Director of Legal and Governance Services and Council Monitoring Officer

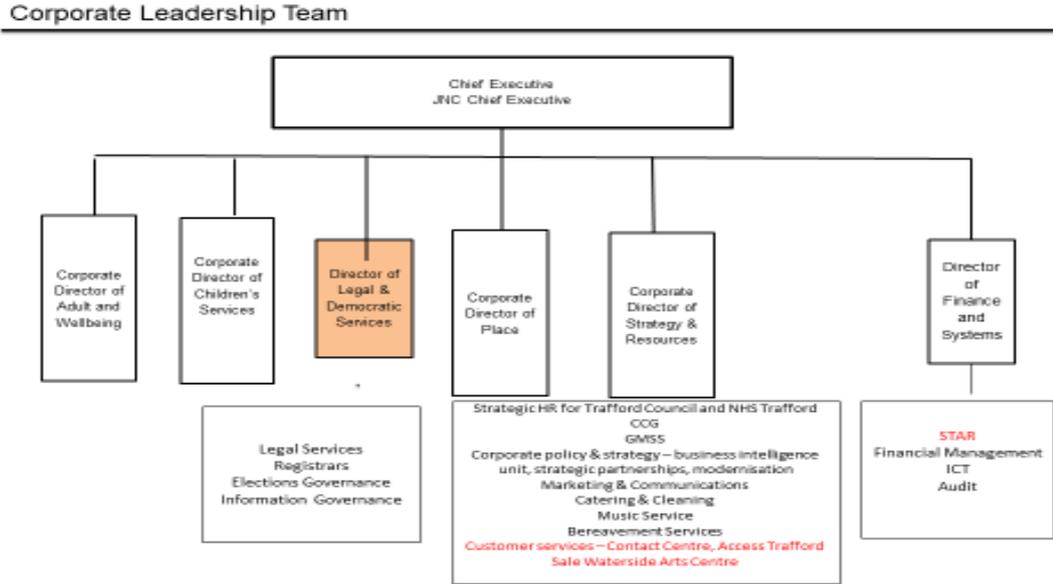
- 3.1 The rules around the appointment of senior officers are determined by a combination of Statute, principally the Local Government and Housing Act 1989; the JNC National Salary Framework and Conditions of Service Handbook for Chief Officers; and our own Constitution.
- 3.2 The constitution sets out the procedures which must be followed in all circumstances where the Council proposes to appoint a Chief Officer or Director. The Director of Legal and Governance and statutory Monitoring Officer post job description, salary and benefits must therefore be approved by Employment Committee in line with constitutional arrangements. As it is proposed that the post will be advertised internally and externally, the appointment process will require that an Appointments Panel is convened by the Chief Executive for the purposes of shortlisting and interviewing the candidates for the role.
- 3.3 Prior to any formal offer being made, the constitution requires that details of the proposed appointment are given to the Executive. They have the opportunity to raise any issue with regard to the proposed appointment through the Executive Notice procedure. Employment Committee will be notified of the successful candidate once the offer of appointment has been confirmed

4.0 Consultation

- 4.1 Consultation will take place with individuals affected by the impact of these proposals in line with the arrangements currently in place. The trade unions are supportive of the direction of travel and recommendations contained in this report.

5.0 Revised portfolios

5.1 The revised portfolios are outlined below with changes proposed for transfer into the Strategy & Resources & Finance & Systems Directorates in red for information.



5.2 The committee is recommended to:-

1. Note the dis-establishment of the Corporate Director post Governance and Community Strategy reducing the number of Corporate Director level posts from five to four;
2. Note the creation of the post of Director of Legal and Governance Services and re-alignment of the Legal and Governance functions under the direction of the Chief Executive and the transfer of the Culture and Customer services portfolio into the Strategy and Resources Directorate under the direction of the Corporate Director;
3. Note the realignment of STAR under the Director of Finance & Systems portfolio;
4. Approve the job description of the Director of Legal and Governance Services and note that the holder of this post will also act as the Council’s Monitoring Officer, at a remuneration level of £95,000 salary maximum and the subsequent recruitment arrangements;
5. Note the financial saving £24,955 in 2022/23.