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TRAFFORD COUNCIL

AGENDA PAPERS FOR EMPLOYMENT COMMITTEE

Date: Monday, 7 July 2014

Time: 4.30 p.m.

Place: Meeting Room 10 - L.S. Lowry Room , Ground Floor,
Trafford Town Hall, Talbot Road, Stretford, M32 0YT

AGENDA	PART I	Pages
1. ATTENDANCES		
To note attendances, including Officers and any apologies for absence.		
2. MINUTES		
To receive and if so determined, to approve as a correct record the Minutes of the meeting held on 19 February 2014.		1 - 2
3. REVISED CORPORATE MANAGEMENT TEAM (CMT) ARRANGEMENTS		
To consider a report of the Chief Executive.		3 - 6
4. URGENT BUSINESS (IF ANY)		
Any other item or items which, by reason of special circumstances (to be specified), the Chairman of the meeting is of the opinion should be considered at this meeting as a matter of urgency.		

THERESA GRANT
Chief Executive

Membership of the Committee

Councillors B. Rigby (Chairman), Mrs. P. Dixon (Vice-Chairman), J. Bennett, N. Evans, C. Hynes, B. Shaw and A. Western.

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Further Information

For help, advice and information about this meeting please contact:

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This agenda was issued on **Thursday, 27 June 2014** by the Legal and Democratic Services Section, Trafford Council, Trafford Town Hall, Talbot Road, Stretford M32 0TH.

EMPLOYMENT COMMITTEE

19 FEBRUARY 2014

PRESENT

Councillor B. Rigby (in the Chair).

Councillors Mrs. P. Dixon (Vice-Chairman), J. Bennett, Mrs. L. Cooke, C. Hynes, J. Lamb and A. Western.

Also Present: Councillors R. Bowker and Mrs. J. Brophy.

In attendance

Chief Executive (Ms. T. Grant),

Director of Finance (Mr. I. Duncan),

Director of Human Resources (Ms. J. Hyde),

Director of Legal and Democratic Services (Ms. J. Le Fevre),

Head of Human Resources Business Partnering (Ms. D. Lucas),

Democratic Services Officer (Mr. I. Cockill).

15. MINUTES

That the Minutes of the meeting held on 2 December 2013 be approved as a correct record and signed by the Chairman.

16. TRAFFORD COUNCIL'S PAY POLICY STATEMENT FOR 2014/15

The Director of Human Resources submitted a report providing Members with information relating to Trafford's pay policy for 2014/15 in line with the requirements for the Localism Act 2011.

Further to paragraph 2.6 of the report, the Director of Finance advised that Pension Contributions from 2014/15 had now been fixed at 18.9%.

The Director of Human Resources also indicated that the Committee would receive further information regarding the position of Trade Unions officials in employment.

RESOLVED: That the 2014/15 Pay Policy Statement, as set out in the report, be recommended to the Council for approval.

17. OUTCOME OF THE BUDGET CONSULTATION 2014/15 - STAFFING IMPACT

The Director of Human Resources submitted a report providing an overview of the Budget Consultation 2014/15 process and the outcomes of the staff consultation, including how proposals have changed as a result of consultation.

Further to the report, the Director of Human Resources provided an update on the impact of the budget proposals on the workforce and reported that the Council was envisaging 19 compulsory redundancies.

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The Director of Human Resources also advised the Committee of the process for engaging those staff that had not accepted the changes to the terms and conditions of employment.

RESOLVED –

- (1) That the Committee notes the full consultation process that has been undertaken with staff in relation to the 2014/15 budget proposals and thanks the Director of Human Resources and her team for organising such a thorough and extensive process.
- (2) That the Committee also notes that staff debriefings relating to the proposals will be undertaken on 20 February 2014 to confirm the outcome of Council's decisions relating to the budget.

18. EXCLUSION RESOLUTION

RESOLVED: That the public be excluded from this meeting during consideration of the remaining item of business because of the likelihood of disclosure of "exempt information" which falls within Paragraph 1 of Schedule 12A of the Local Government Act 1972, as amended.

19. PROPOSED HONORARIA FOR THE CORPORATE DIRECTOR ECONOMIC GROWTH AND PROSPERITY

The Chief Executive submitted a report setting out a proposal for the payment of an honorarium to the Corporate Director Economic Growth and Prosperity, for assuming the overall responsibility for the Environment Transport and Operations Directorate following the secondment of the current post holder to Transport for Greater Manchester.

Members were reassured that all key operations were covered capably and that any restructure proposals for the directorate would be considered by the Committee.

RESOLVED: That the Committee notes the content of the report in the context of arrangements for salaries, as outlined in the Pay Policy and endorses the proposals for the payment of an honorarium, as detailed in the report.

The meeting commenced at 5.30 p.m. and finished at 5.51 p.m.

TRAFFORD COUNCIL

Report to: Employment Committee
Date: 7 July 2014
Report for: Information and Endorsement
Report of: Chief Executive

Report Title

Revised Corporate Management Team (CMT) arrangements.

Summary

This report sets out a proposal for:

- The disestablishment of the post of Corporate Director – Environment, Transport & Operations (ETO).
- The disestablishment of the ETO Directorate.
- The disestablishment of the Economic Growth & Prosperity Directorate (EGP).
- The establishment of an Economic Growth & Infrastructure Directorate
- The redesignation of the post of Corporate Director EGP to Corporate Director – Economic Growth & Infrastructure

Recommendation

- That the Employment Committee notes the content of the report in the context of the revised CMT arrangements, and the arrangements for salaries as outlined in the Pay Policy and endorses the proposals set out in Paragraph 3.2

Contact person for access to background papers and further information:

Name: Joanne Hyde
Extension: x1586

Background Information

Relationship to Policy
Framework/Corporate Priorities

None

Financial	The proposals will achieve savings of £86k (exc on-costs)
Legal Implications:	There are statutory duties attached to the former post of Corporate Director ETO post that need to be covered.
Equality/Diversity Implications	In line with relevant legislation and good practice
Sustainability Implications	None
Staffing/E-Government/Asset Management Implications	This proposal will ensure continuity of management during a time of immense change.
Risk Management Implications	None
Health and Safety Implications	None

1. INTRODUCTION

- 1.1** This report has been re-submitted to Employment Committee further to the meeting that was held on the 11 June 2014.
- 1.2** This report seeks to review CMT arrangements following the resignation of Peter Molyneux (Corporate Director ETO) to take up a permanent appointment at Transport for Greater Manchester.
- 1.3** This review of CMT has also fed into the broader review of services within ETO/EGP to ensure we have a structure fit for purpose moving forwards.

2. Background

- 2.1** The 'Reshaping Trafford' programme is currently reviewing the future shape of the organisation through a number of key projects in order to address the financial challenges the Council faces in future financial years.
- 2.2** It is clear that at the heart of the reconfigured organisation there will need to be a smaller strategic core. The resignation of the Corporate Director – ETO has given an opportunity to review the number and make up of Directorates with a view to permanently reducing the number of Corporate Directors.
- 2.3** In addition a review has been undertaken within the former ETO and EGP Directorates and has concluded that further savings can be made by rationalising the senior management structure across those services, in line with the proposals for a streamlined CMT.
- 2.4** The proposed rationalisation across CMT and these services will ensure that a new, single Directorate emerges which will be appropriately aligned in terms of adopting new models of service delivery, it will also ensure that the Council has an increased commercial capability.
- 2.5** This will mean that:
- retained services are managed on a more integrated basis in order to realise efficiencies and synergies;
 - corporate commercial opportunities are fully exploited to increase income derived and so improve service resilience; and

- new models of service delivery (e.g. potential Joint Venture Contract) can be pursued, adopted and robustly managed; whilst
- also delivering direct cost savings.
- Smaller core CMT in line with the direction of the 'reshaping Trafford' project.

3. PROPOSAL

3.1 Following the resignation of the Corporate Director ETO and in order to support the future direction of the Council a review of the arrangements relating to CMT has been undertaken.

3.2 This review proposes the following changes:

- The disestablishment of the post of Corporate Director – ETO
- The disestablishment of the ETO Directorate
- The disestablishment of the EGP Directorate
- The establishment of an Economic Growth & Infrastructure Directorate
- The redesignation of the post of Corporate Director EGP to Corporate Director – Economic Growth & Infrastructure

3.3 In recognition of the additional duties and responsibilities that will flow from this re-designed post and combined Directorate, it is proposed that remuneration arrangements for the Corporate Director – Economic Growth & Infrastructure should be £110k. This proposed change will deliver savings of £86k plus on-costs

3.4 The Council's pay policy requires any new posts over a £100k to be agreed by full Council. Any such proposals need to be referred to Employment Committee for comments in the first instance.

4. RECOMMENDATION

4.1 That the Employment Committee notes the content of the report in the context of the revised CMT arrangements and the arrangements for salaries as outlined in the Pay Policy and endorses the proposals set out in paragraph 3.2.

