

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:

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Background Information

Relationship to Policy Framework/Corporate Priorities	None
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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.

