

TRAFFORD COUNCIL

Report to: Council
Date: 16 July 2014
Report for: Decision
Report of: Chief Executive

Report Title

Revised Corporate Management Team (CMT) arrangements.

Summary

A report has been presented to Employment Committee on 7 July 2014 setting out the following proposals:

- 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 and regrading of the post of Corporate Director EGP to Corporate Director – Economic Growth & Infrastructure

Recommendation(s)

In line with the approved Pay Policy, agree the remuneration arrangements for the post of Corporate Director – Economic Growth & Infrastructure in accordance with the recommendation of Employment Committee and as set out in the attached report.

Contact person for access to background papers and further information:

Name: Joanne Hyde
Extension: 1586

Background Papers: None

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 formalised.
Equality/Diversity Implications	In line with relevant legislation and good practise.
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	Not applicable
Health & Wellbeing Implications	Not applicable
Health and Safety Implications	Not applicable

1. INTRODUCTION

- 1.1** A report was recently presented to Employment Committee and Council on 11 June 2014, seeking approval to review CMT arrangements following the resignation of Peter Molyneux (Corporate Director ETO) to take up a permanent appointment at Transport for Greater Manchester (TfGM).
- 1.2** Following the presentation of this report on the 11 June 2014 it has been necessary to re-submit the report to Employment Committee on 7 July 2014 and to Council on 16 July 2014.
- 1.3** This review of CMT has also fed into the broader review of services across 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.

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 proposed the following changes to an earlier meeting of the Employment Committee:

- 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 proposal will result in a saving across the two posts 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 would be referred to Employment Committee for comments in the first instance.

4. RECOMMENDATION

4.1 That following comments received from Employment Committee, members note the content of the report in the context of the revised CMT arrangements and agree the arrangements for the proposed remuneration for the post of Corporate Director – Economic Growth & Infrastructure out in paragraph 3.2.