

BATH AND NORTH EAST SOMERSET

RE-STRUCTURING IMPLEMENTATION COMMITTEE

Monday, 25th July, 2011

Present:- Councillors John Bull, Paul Crossley and Francine Haeberling

Also in attendance: John Everitt, Vernon Hitchman, William Harding

1 ELECTION OF CHAIR

Councillor Paul Crossley was elected as Chair of the Committee.

2 APOLOGIES FOR ABSENCE

There were no apologies for absence.

3 EMERGENCY EVACUATION PROCEDURE

The Chair drew attention to the emergency evacuation procedure as set out on the agenda.

4 DECLARATIONS OF INTEREST UNDER THE LOCAL GOVERNMENT ACT 1972

The Chief Executive declared a personal interest in item 9.

5 TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIR

There were no items of urgent business.

6 QUESTIONS AND STATEMENTS

There were no questions or statements received from the public or Councillors.

Comments were received from UNISON which were circulated at the meeting and have been placed on the Minute book.

7 FUTURE COUNCIL - IMPLEMENTATION PROPOSALS

The Committee considered a report seeking authority to implement some aspects of the new senior management structure to support the transition to the new organisational model approved by Council in November 2010.

The Monitoring Officer advised that there was no significant equalities impact arising from these proposals; a position which was accepted by the Committee.

The Committee considered the submission from UNISON, broadly in support of retention of the present senior management structure which included a Head of Paid Service/Chief Executive.

On a motion from Councillor Paul Crossley, seconded by Councillor Francine Haeberling, it was

RESOLVED

1. To approve the appointment of the current Strategic Director - Resources & Support Services to the new post of Strategic Director – Resources by transfer with effect from 1 August 2011;
2. To approve the designation of the new post of Strategic Director – People and Communities with scope as set out in paragraphs 5.12 - 5.14 of the report;
3. To approve the appointment of the current Strategic Director – Children’s Services to the new post of Strategic Director – People and Communities by transfer with effect from 1 August 2011;
4. To recommend to Council that the holder of the post of Strategic Director – People and Communities be designated as the statutory Director of Children’s Services and Director of Adult Services;
5. To note the organisational arrangements and interim senior management structure in the People and Communities Department (as outlined in paragraphs 5.19 and Appendix 4 of the report);
6. To agree to the secondment of Community Health Commissioning staff to the Local Authority;
7. To note and agree that suitable arrangements be put in place to integrate the work of Public Health Commissioning staff into the Local Authority pending legislative change in respect of the Public Health function which is anticipated later in 2011;
8. To note the current position in respect of the ‘Place’ role as outlined in paragraph 5.17 of the report and that a report(s) on future organisational structure will be brought to this Committee in due course;
9. To transfer Improvement & Performance Services within the organisational management structure to the Strategic Director – Resources portfolio with effect from 1 August 2011;
10. To note that the current Chief Executive, in his role as Head of Paid Service, will continue to work directly with second tier officers in identified roles where it is appropriate to ensure the proper functioning of the Council; and
11. To recommend to Council the retention of the present structure i.e. to retain the present post of Head of Paid Service/Chief Executive within the new senior management structure.

8 EXCLUSION OF THE PRESS AND PUBLIC

Following consideration of the public interest test, and on a resolution from Councillor Francine Haeberling, seconded by Councillor John Bull, the Committee then

RESOLVED that having been satisfied that the public interest would be better served by not disclosing relevant information, and in accordance with the provisions of Section 100 (A) (4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business because of the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act as amended.

9 TRANSITIONAL STAFFING ISSUES

The Committee discussed transitional arrangements in the event that the Chief Executive was likely to retire, and

RESOLVED that officers be required to undertake further work to provide support for the transition.

The meeting ended at 5.50 pm

Chair(person)

Date Confirmed and Signed

Prepared by Democratic Services

This page is intentionally left blank

From: UNISON

Sent: 21 July 2011 13:23

To: William Harding

Cc: Andrew Thomas; Joy Davis

Subject: UNISON: Restructuring Implementation Committee - 25 July 2011: Future Council: Senior Management Arrangements

William

Further to your email sent to us on the 15th July 2011 attaching a report to be considered by the Restructuring Implementation Committee on 25 July 2011, detailing implementation arrangements in respect of senior management, UNISON would make the following observations:-

UNISON is broadly in favour of the three Strategic Director's approach.

However UNISON would need reassurances that we were **not** going to pay more for the new structure than we did with the old otherwise there are no savings. We seem to remember we have done that before.

UNISON would also argue **on balance** for the Chief Executive's role to continue. That would give us a structure of Chief Executive and three Strategic Directors.

The reasons being:

UNISON is not a fan of the "primus inter pares" or "first among equals" idea. We don't think it would work. It could lead to confusion.

The Council needs one Leader in charge to drive the Council forward and some-one that we can go to in the last resort.

As it stands at the moment it looks likely that the new Strategic Directors will all be "slotted in" and so with the first amongst equals scenario we will effectively have a Chief Executive who already works for the Council taking over. We don't think this is right or healthy for the Council and its residents.

Slotting in the existing Directors and then advertising the Chief Ex's post nationally will allow the Directors to apply for the job but will also allow this Council the opportunity to recruit from across the Country. There may well be some extremely capable candidates out there! This Council has reached a certain level. In order to develop further it will need a figure head to champion the needs of the staff and residents in the wider bodies across the region.

You can argue that a new Chief Ex will cost us in the region of £160,000 + and we agree that is a lot of money, but if we get an effective Leader, some-one we can see that can drive the Council forward and represent the area then that is a price worth paying.

UNISON does feel very strongly about this. We believe UNISON should be pushing to see a transparent process for electing a new Chief Executive when John goes. Otherwise we will get one almost "by default" through the other option.

Richard Gurney

Branch Chair

Bath & North East Somerset UNISON

Tel: 01225 396437

Fax: 01225 396439

email: UNISON@bathnes.gov.uk

website: www.banesunison.co.uk