

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

19th FEBRUARY 2018

REPORT OF THE CHIEF EXECUTIVE

MATTER FOR DECISION

SENIOR MANAGEMENT ARRANGEMENTS

WARDS AFFECTED: ALL

Purpose of Report

1. To seek confirmation of decisions, taken subject to consultation, by the Committee last month as the required actions are now completed.

Background/Context

2. On 15 January 2018, the Committee approved the recommendations in the report at Appendix 1. In terms of the proposed Assistant Chief Executive & Chief Digital Officer post (and related matters) the proposals were subject to consultation and confirmation by Members - as set out in paragraphs 19 and 20 of the previous report.
3. That process has now been completed as follows:
 - The Chief Executive met UNISON and the GMB (all trade unions were invited) on 18 January and the previous report was tabled at the Staff Council on 22 January. No substantive comments/objections to the proposals were received in either meeting;
 - Following representations from ICT staff (about the potential impact of the proposals), the Chief Executive also met with managers in that service. It was agreed that, as part of the transition process, they would consult with staff more widely and formulate proposals on the optimum structure to be slotted into the Assistant Chief Executive's management responsibilities going forward. The only caveat was that costs must be contained within

management budgets. That work is ongoing and the final proposals will be reported to Members in due course; and

- A consultation letter was sent to the Independent Remuneration Panel for Wales (IRP). However, the IRP interpreted the relevant regulations as applicable only to existing Chief Officer Posts. As this proposal is a new Post, the IRP concluded that it was unnecessary for it to formally consider the matter. The consultation requirement is therefore discharged.

Legal Implications/Process for Change

4. See Section C of Appendix 1 – paragraphs 17-21.

Financial Implications

5. See Section C of Appendix 1 – paragraphs 22-24.

Reasons for Recommendations

6. To seek authority to advertise the post of Assistant Chief Executive and Chief Digital Officer as soon as possible.

RECOMMENDATIONS

1. That Members agree the establishment of a new post of Assistant Chief Executive & Chief Digital Officer on the basis outlined in the previous report (including terms and conditions) and authorise the Chief Executive to advertise it on an internal only basis.
2. That Members agree, as a consequence, the deletion of the post of Head of ICT upon the retirement of the current post holder.

Appendix

Appendix 1 – Report of the Chief Executive to the Personnel Committee:
15 January 2018

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