

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

REPORT OF THE DIRECTOR OF FINANCE AND CORPORATE SERVICES – HYWEL JENKINS

3rd September 2018

Matter for Decision

Wards Affected - All

Report Title:

Restructure of the Financial Services Division.

Purpose of Report

- 1 The purpose of this report is to seek Members approval to delete the post of Chief Accountant (Capital and Corporate) within the Finance and Corporate Services Directorate and to make further staffing adjustments as required throughout the Division.

Executive Summary:

- 2 Following the recent appointment of the Chief Accountant (Corporate and Capital) to the post of Head of Financial Services, there is a requirement to now delete the post of Chief Accountant (Corporate and Capital) and also make a number of staffing adjustments within the Division. These changes will ensure that the service is delivered efficiently and effectively whilst also making a contribution towards the Directorate's financial savings target.

Background

- 3 An appointment to the post of Head of Finance was made by the Special Appointments Committee on 11th July 2018. This internal appointment was predicated on the successful candidates existing post being deleted and the re-organisation of duties within the Finance Section.

In addition to the deletion of this post there are a number of individuals who have previously expressed an interest in leaving the organisation via voluntary redundancy who, subject to acceptance of appropriate business cases, will exit the organisation over the forthcoming months.

Proposal:

- 4 It is proposed that the post of Chief Accountant (Capital and Corporate) be deleted with other resultant staffing adjustments being made to contribute to the Directorate's Forward Financial Plan target.

Details of any amendments made will be included in a subsequent report to Personnel Committee.

Financial Impact:

- 5 It is not possible to quantify the financial impact of this proposal apart from to confirm that any amendments made will deliver savings which will help meet the Directorate's current and future years' targets. The current Forward Financial Plan assumes budget savings of £163k in 2018/19 and £95k in 2019/20.

Integrated Impact Assessment:

- 6 An Integrated Impact Assessment will be included when then the outcome of this restructuring is reported back to Personnel Committee.

Workforce Impacts:

- 7 Following the retirement of the current Head of Finance and the loss of staff via the ER/VR scheme it is proposed to restructure the Finance Division. There are no proposed compulsory redundancies and there will be an opportunity for some staff progression.

Legal Impact:

- 8 All amendments to the staffing structure of the Finance Division will be in line with the Council's Management of Change in Partnership Policy.

Risk Management:

- 9 There is a need to restructure the service following the loss of experienced staff and the need to put in place a new structure within finances available.

Consultation:

- 10 There is no requirement under the Constitution for external consultation on this item. However consultation with staff and Trade Unions on a proposed new structure will be commenced.

Recommendation:

- 11 It is **RECOMMENDED** that Members **APPROVE** the following:
- The post of Chief Accountant (Capital and Corporate) be deleted from the structure.
 - The Director of Finance and Corporate Services be granted delegated power to consult and make subsequent staffing adjustments within the Finance Division.
 - To receive a subsequent report setting out the agreed changes and structure.

FOR DECISION

Reasons for Proposed Decision:

- 12 This proposal will ensure that an efficient and effective structure is put in place following the deletion of a Chief Accountant post and will deliver savings to contribute towards the Council's Forward Financial Plan.

Officer Contact:

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