

BRISTOL CITY COUNCIL

Human Resources Committee

11th July 2013

Report of: Nicola Yates, City Director

Title: Interim Strategic Leadership Arrangements

Ward: N/A

Officer Presenting Report: Nicola Yates

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RECOMMENDATION

The HR Committee are asked to:

1. Note the interim arrangements for the Strategic Leadership Team that have been put in place by agreement with the Mayor and the Party Group Leaders until the end of December 2013.
2. Note the Interim Acting Up arrangements for the Strategic Director for Neighbourhoods & City Development .
3. Approve the grading of the new Strategic Director of Regeneration post which was recently evaluated at HAY S (£102,686 to £112,597 per annum.)
4. Note that the Strategic Director for Corporate Services role will become Strategic Director for Organisational Development to refocus on the change agenda and the existing fixed term employee extended until end of December 2013.

Summary

Immediate action was required to urgently stabilise the Council's Senior Leadership Team. Proposals taken to the Mayor and Party Group Leaders on 10th June 2013 were agreed. These proposals included:

- (i) Interim Strategic Director – Organisational Development. A change from Corporate Services to refocus on change agenda and extension of the existing postholder (Angie Ridgwell) until 31 December 2013.
- (ii) Interim Strategic Director – CYPS. Recruitment of an external interim on a fixed term contract until 31 December 2013.
- (iii) Interim Strategic Director Neighbourhoods – extension of Netta Meadows and Mike Hennessey acting up. They were recently offered this post on a job share basis until end of August. Arrangement to be extended until 31st December 2013 with appropriate cover provided for their substantive posts.
- (iv) Interim Strategic Director Regeneration. A new interim post to be created on a fixed term basis until 31st December 2013 to support the large major projects currently being considered or underway.
- (v) Service Director Education. The current postholder leaves the Council in the summer and an external selection process is underway.

This report aims to ensure that HR Committee are fully briefed on the proposals currently being taken forward.

The significant issues in the report are:

Creation of a new Interim Strategic Director – Regeneration.

We were aiming to fill all of the Interim roles on a Fixed Term basis, however we were unable to achieve this for the Interim Strategic Director for CYPS and the Regeneration roles, although we have negotiated day rates for both which are less than the combined budgeted salary for both roles

It is important to note that the proposals will be met from the existing budget at no additional cost.

Policy

1. The Council's Recruitment Policy and the Pay Policy is applicable.

Consultation

2. Internal

The interim arrangements have been agreed with the Mayor and Party Group Leaders. They were also discussed at pre-agenda HR Committee.

3. External

N/A

Context

4. Following a period of significant change and uncertainty, the leadership team have operated largely on the basis of temporary arrangements. The proposals provide a period of stability and enable the City Director to review the future organisation structure.
5. The Council also has significant delivery priorities in relation to Metrobus (BRT), Arena, Property Board, West of England infrastructure and developing a three year budget savings plan.
6. It is not the Council's normal policy to recruit on a day rate for Interims at 1st and 2nd tier. Every effort was made to recruit to a fixed term contract but this was not possible for the CYPS role or the Regeneration role. Day rates have been negotiated for both roles within budget.
7. Back fill arrangements for Mike Hennessey and Netta Meadows' roles are being fulfilled by a number of staff taking on additional responsibilities.

Proposal

8. The proposed interim arrangements have been outlined above, including an independently evaluated Regeneration role at HAY S. These are shown in an organisation structure chart shown as Appendix 1.

Other Options Considered

9. Leaving the organisation structure as it is would result in:
 - (i) a significant risk to service delivery
 - (ii) significant risk to the delivery of the large major projects currently being considered or underway e.g. The Arena, Metrobus (BRT), Property Board, West of England infrastructure and three year budget savings plan.
 - (iii) A lack of capacity for the City Director to review the future

Risk Assessment

1. Failure to stabilise the SLT structure would leave the council vulnerable in the delivery of key services including our statutory responsibilities.

Public Sector Equality Duties

- 11a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
- (i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - (ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to -
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
 - tackle prejudice; and
 - promote understanding.
- 11b) Not applicable, these arrangements will be undertaken in line with existing Policies and Procedures.

Legal and Resource Implications

Legal

"The Council must comply with its pay policy statement when making a determination as to the remuneration or other terms and conditions of a chief officer of the authority."

Legal advice provided by Liam Nevin, Service Director for Legal

Financial

(a) Revenue

'These costs can be contained from within budget based on the day rates negotiated and how posts are back filled.'

(b) Capital

N/A

Financial advice provided by Peter Robinson, Service Director for Finance

Land

N/A

Personnel

It is not the Council's normal policy to recruit Interims at first and second tier, however, these are exceptional circumstances and approval was sought in advance from the Mayor, the Party Group Leaders and further discussed with HR Committee Members at pre-agenda Committee.

Personnel advice provided by Rachel Falla, People Partner

Appendices:

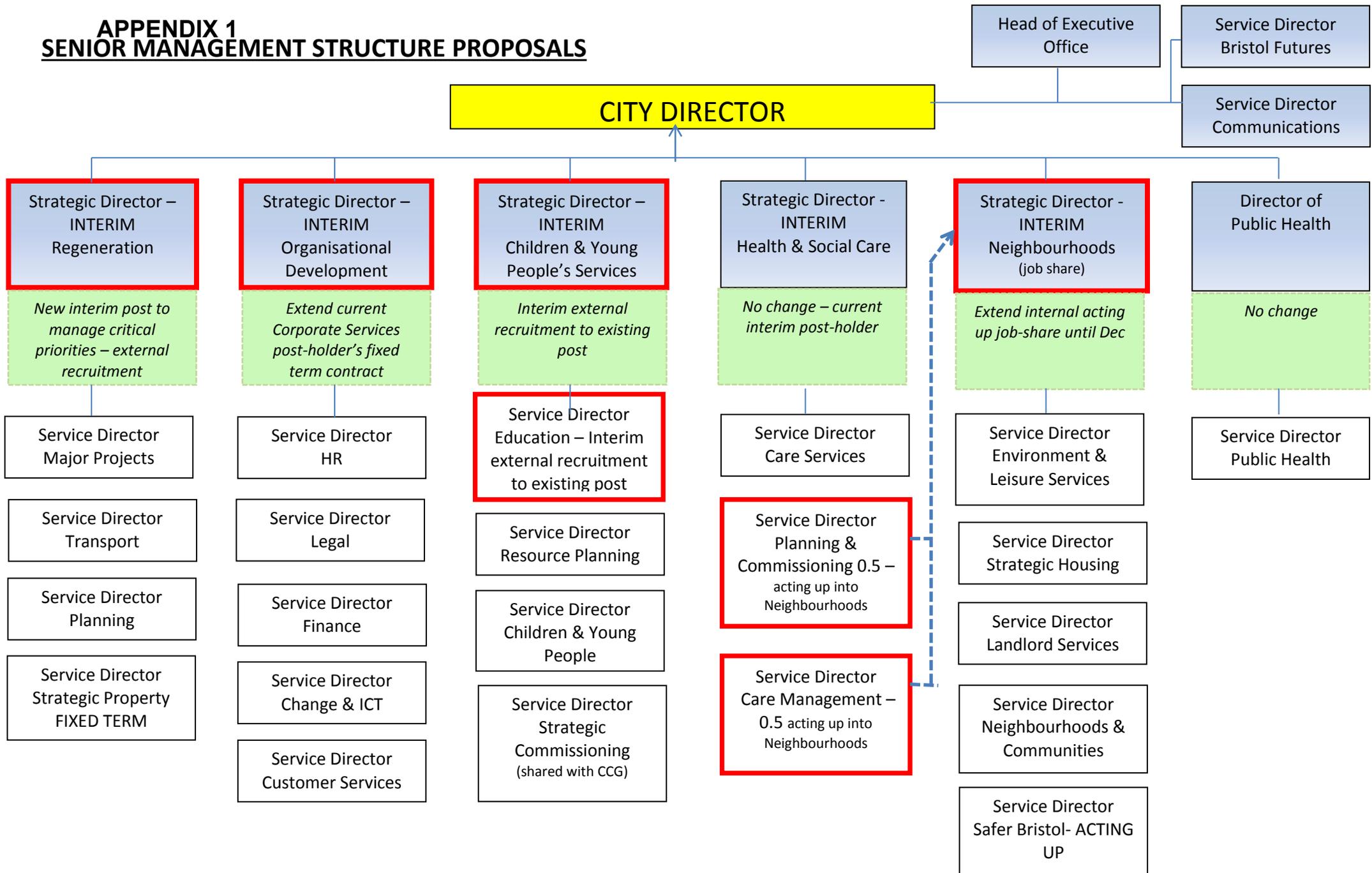
Appendix 1 – Interim Organisational Structure Chart.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.

APPENDIX 1 SENIOR MANAGEMENT STRUCTURE PROPOSALS



NOTES: All posts are FTE & permanent unless stated
All INTERIM post until Dec 2013