

Meeting of:	Council
Date of Meeting:	Monday, 24 January 2022
Relevant Scrutiny Committee:	All Scrutiny Committees
Report Title:	Confirmation Report: Redesignation of Managing Director to Chief Executive; and to provide an update on the recruitment for the posts of the Director of Resources and Director of Place
Purpose of Report:	To clarify the position in terms of the redesignation of Head of Paid Service from Managing Director to Chief Executive. To provide an update on the recruitment process for the Directors' posts
Report Owner:	Executive Leader and Cabinet Member for Performance and Resources
Responsible Officer:	Operational Manager Employee Services
Elected Member and Officer Consultation:	As a matter relating to the business organisation, no specific ward member consultation is necessary. Group Leaders have however been made aware of the report and its contents, as have Trade Union representatives and all Chief Officers.
Policy Framework:	This is a matter for determination by Council
Executive Summary:	<p>Following the Cabinet Report on 13th September 2021, the Special Council Report on 28th September 2021 and the Council Report on 6th December 2021; this report is brought to update the Council's intentions in relation to the redesignation of the Council's appointed Head of Paid Service, from Managing Director to Chief Executive. It is proposed that this is actioned with immediate effect.</p> <p>Further to the Special Council Report on 28th September and the outcome of the consultation which was noted by Council on 6th December 2021 this report updates the progress with regards to the recruitment of the two new Director posts, in line with the Council's Recruitment Policy.</p>

Recommendations

It is recommended that Council:

1. Redesignate the post of the appointed Head of Paid Service from Managing Director to Chief Executive with immediate effect.
2. Note the recruitment progress for the posts of Director of Resources and Director of Place.

Reasons for Recommendations

1. To reflect Council's intention to redesignate the appointed Head of Paid Service (Managing Director) to Chief Executive and to specify the timescale for such redesignation.
2. In line with the decision of the Senior Management Appointment Committee (SMAC) on 17th December 2021.

1. Background

- 1.1 The review of the Senior Executive Leadership Structure report was taken to Cabinet on 13th September 2021. For ease of reference a link to the report is provided below:
[https://www.valeofglamorgan.gov.uk/Documents/ Committee%20Reports/Cabinet/2021/21-09-13/Review-of-SLT-Structure.pdf](https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2021/21-09-13/Review-of-SLT-Structure.pdf)
- 1.2 The report sets out the findings of analysis undertaken of the Council's Senior Leadership Structure in response to the Cabinet's decision on 12th May 2021 to commission an external consultant review of the structure.
- 1.3 The report proposed the high-level organisation structure required in light of new legislation, specifically the Local Government and Elections Act (Wales) 2021 and the Council's need to deliver the Council's ambitious Corporate Plan 2020-2025.
- 1.4 The role of Head of Paid Service was appointed as part of a robust recruitment and selection process on 24th March 2015 and Full Council ratified on the 25th March 2015 to appoint to the post of Managing Director and Head of Paid Service, with effect from 1st May 2015.

2. Key Issues for Consideration

- 2.1 In line with the resolution of the Special Council meeting on 28th September 2021 (minute number 408) and following the consultation period which was noted at the Council meeting on the 6th December 2021 (minute number 606) it is proposed that the post of Head of Paid Service (Managing Director) be redesignated Chief Executive, with immediate effect.

2.2 For ease of reference the links to the Council reports and minutes of the Special Council meeting of 28th September 2021 and the Council meeting of 6th December 2021 are set out below:

- [28th September 2021](#)
- [6th December 2021](#).

2.3 It being noted that as the job description of Managing Director is not materially different to that of Chief Executive (with the postholder continuing to be the Council's lead advisor on overall policy, strategic planning, budgeting and performance). As existing Head of Paid Service the role will continue to provide direction, leadership and management to the Senior Executive Leadership Team.

2.4 Further, in line with the resolution of Council on the 28th September 2021 and following the consultation period which was noted at the Council meeting on the 6th December 2021, the posts of Director of Resources and Director of Place have been actioned by the SMAC of 17th December 2021.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

3.1 The proposals and recommendations are in line with employment law advice and allows the Council to comply with its requirements under section 54 of the Local Government and Elections Act (Wales) 2021.

3.2 The proposal ensures continuity in terms of the continuation of the appointment of the Head of Paid Service, providing the Council with a stable platform to continue to drive forward and meet its strategic aims and well-being objectives.

4. Resources and Legal Considerations

Financial

4.1 Whilst the redesignation of the post of Managing Director to Chief Executive does not come with any additional remuneration there is additional cost associated with the creation of the two Director posts (Director of Place and Director of Resources) which is addressed in the report to Council on 28th September 2021.

Employment

4.2 The redesignation of the post of Managing Director to Chief Executive is in line with current employment law advice and allows the continuation of the role of Council appointed Head of Paid Service.

4.3 The Council has already appointed an officer to carry out the duties of that of Head of Paid Service (the current Managing Director) and is redesignating and renaming the role of Managing Director to Chief Executive, as Council intended, and in line with the relevant provisions contained in the Local Government and Elections (Wales) Act 2021

- 4.4** For avoidance of doubt there is no material difference in the job descriptions of the Managing Director to that of Chief Executive and no additional remuneration to be paid upon redesignation. It being noted that the Managing Director took on the roles of Returning Officer and Electoral Registration Officer on 7th December 2021 (minute number 606 refers) such roles being incorporated in the job description of the Chief Executive.

Legal (Including Equalities)

- 4.5** Currently, the Council has a statutory responsibility to designate one of their officers as the Head of Paid Service and requires Council to ensure that such officer is subject to reasonable terms and conditions as the Council sees fit.

5. Background Papers

Cabinet Report 13th September 2021

Special Council Report 28th September 2021

Council Report 6th December 2021