

THE VALE OF GLAMORGAN COUNCIL

CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE:  
19<sup>TH</sup> MAY, 2021

REFERENCE FROM CABINET: 12<sup>TH</sup> MAY, 2021

**“C568            CONSIDERATION OF SENIOR MANAGEMENT STRUCTURE  
WITHIN THE COUNCIL (L/PR) (SCRUTINY – CORPORATE PERFORMANCE  
AND RESOURCES) –**

*The Deputy Leader, at the request of the Managing Director, moved this item to the end of the agenda for consideration. Members of the Senior Management Team who were in attendance left for this item, with the exception of the Head of Human Resources and Organisational Development who remained to provide advice on any matters raised but left the meeting prior to any decision being taken. The Cabinet and Committee Services Officer remained in order to take the minutes of the decisions taken.*

The Deputy Leader noted that the senior management structure was not being considered at the meeting, but that the report recommended that Cabinet assess the current arrangements relating to senior management in the context of the Local Government and Elections (Wales) Act 2021 as well as key learning arising from the Covid-19 pandemic. It was important to note that any proposed change to the structure would not be reflective of performance over the last few years, but more a way to assess how the Council could continue to develop and move forwards as an organisation.

Councillor Gray said there were no preconceived ideas as to what any new structure could look like, and that other Councils were going through similar exercises in order to focus on new challenges.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

(1)    T H A T the contents of the report be noted and delegated authority be granted to the Head of Human Resources and Organisational Development, in consultation with the Leader, to formally appoint a consultant to undertake a review of the Council's Senior Management arrangements as set out in the body of the report.

(2)    T H A T the report be referred to Corporate Performance and Resources Scrutiny Committee for consideration.

(3) T H A T the findings and assessment and any recommended changes to the Senior Management structure be the subject of a further report to Cabinet, and if appropriate, Council before the end of 2021.

Reasons for decisions

(1) To independently assess and consider the appropriateness of the current senior management structure.

(2) To enable Corporate Performance and Resources Scrutiny Committee to consider the report.

(3) To allow Cabinet and Council to further consider the matter in due course.”