

CABINET - 16 JULY 2019

SENIOR JOINT LEADERSHIP ROLES

Report by Deputy Director – Human Resources

RECOMMENDATIONS

1. Subject to Cherwell District Council Executive endorsing the proposals as set out below on 15 July 2019, Cabinet is recommended to:
 - a. Note the proposals to appoint two senior joint posts so as to facilitate further joint working between OCC and CDC.
 - b. To request the Joint Shared Services and Personnel Committee to convene as soon as practicable to approve the proposed management structure and proceed with the recruitment and appointment of the most suitable candidate.

Executive Summary

2. Following the six-month review of the s113 Agreement between Oxfordshire County Council and Cherwell District Council (OCC and CDC), attached as Annex B, it has been identified that increased capacity for the Chief Executive Direct Reports is necessary. Furthermore, the recent Peer Review team recommended that the Council provide stability and capacity for senior management roles and to build on the success of the partnership. These appointments seek to do this.

Background

3. Annex A to this report is the report to Full Council which sets out the proposed amendments to the senior management structure and the Chief Executive Direct Reports.
4. On 9 July 2019 the salary package for the two senior joint roles was approved by Full Council.
5. In summary, two further joint posts are proposed. The first combines the existing County Council role of Assistant Chief Executive, together with the current post of Director of Customers and Service Development, a post within CDC.
6. The second role is a Joint Strategic Director role. Following the senior management review undertaken in 2016 a senior role was approved by Full Council and Cabinet which was identified as the Strategic Director of Resources.

That role has been filled on an interim basis and more latterly consideration has been given to its scope. The purpose of this proposal is for the Strategic Director to look at all matters relating to strategic finance, assets, investments and commercial development all of which are essential requirements for the senior management team as the Council develops.

7. It is important that the s151 officer has a direct oversight of the work of the Chief Executive Direct Reports and will continue to meet with those staff, line management responsibility will be undertaken by the Strategic Director.

Finance

8. The financial implications have already been set out in the report to Full Council at paragraph 18.

Legal

9. There are no legal implications that arise from this report.

Process of appointment

10. With the establishment of the s113 Agreement, Cabinet delegated powers to the Joint Shared Services and Personnel Committee both to agree appropriate changes to structures where they were delivering joint services. It also agreed to delegate powers from the Remuneration Committee to the Joint Shared Services and Personnel Committee for the appointment of senior members of staff.
11. In the circumstances Cabinet is asked to endorse the proposed new additions to the Chief Executive Direct Reports and to urge the Joint Shared Services and Personnel Committee to convene as soon as practicable to undertake the necessary work that will result in the appointments of appropriate staff.

KAREN EDWARDS
Deputy Director for HR

Annex A: Full Council Paper – Senior Joint Leadership Roles

Annex B: Six-month review of Partnership Report