

<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>Report to:</b>	<b>County Council</b>
<b>Date:</b>	<b>27 September 2016</b>
<b>Subject:</b>	<b>Senior Officers Staffing Structure</b>
<b>Portfolio Holder(s):</b>	<b>Councillor Alwyn Rowlands</b>
<b>Head of Service:</b>	<b>Scott Rowley</b>
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<b>Local Members:</b>	

<b>A –Recommendation/s and reason/s</b>
<p>Senior Officers Staffing Structure</p> <p>1.0 <u>Background</u></p> <p>In April 2013 a report was presented by the Deputy Chief Executive outlining the restructure of the Head of Service level of management with the aim of reducing the numbers from 16 to 10.</p> <p>The rationale for the reduction focussed on</p> <ul style="list-style-type: none"> <li>• The fact that restructuring the heads of service was a next step from the restructure of the Senior Team</li> <li>• As a direct result of that Senior team restructure a recognition that the head of service posts needed to be far more strategic in focus</li> <li>• The need for a “fit for purpose” head of service structure in the context of the Council’s savings targets based on the size of the Authority</li> </ul> <p>Following a period of consultation the revised structure became operationally effective in the summer of 2013(see attachment).</p> <p>In 2015, the senior leadership Team structure was reviewed once again following the decision of the then Chief Executive to retire. The rationale for that re structure was very similar to that noted above and in the summer of 2015 the appointments to the new</p>

structure were completed.

During the same period, as part of the Council's savings agenda an invitation was extended to all staff to apply for voluntary redundancy. One application was made by a Head of Service which provided an opportunity to reconsider the practicality of the existing head of service structure of 10.

## 2.0 Next steps

In accordance with the Council's Constitution, the Chief Executive presented a verbal report to the Appointment's Committee recommending that the request for voluntary redundancy be accepted, taking the opportunity to amalgamate the responsibilities of the redundant post with that of another head. The recommendation was supported and expressions of interest were sought from amongst the existing heads of service. Two applications were received and an appointment was made.

On the 14<sup>th</sup> May 2015, the County Council approved a proposal to extend the authority of the Chief Executive to make changes to the job titles and job content of some posts. That decision is reflected in paragraph 3.5.2.11 of the Constitution.

This new power, though, did not extend to deleting posts as they appear in Part 7 of the Constitution. This remains a function of full Council only. The Council's authority is therefore required to enable officers to remove references in the Constitution to the post of head of Service (Planning and Public Protection).

## 3.0 Recommendation

That the Council accept the revised head of service structure as noted above and which is attached, which reduces the current number of head of service posts to 9 and that Council enable officers to remove reference in the Constitution to the post of head of Service (Planning and Public Protection).

### **B – What other options did you consider and why did you reject them and/or opt for this option?**

Not applicable.

### **C – Why is this a decision for the Executive?**

Not applicable.

### **CH – Is this decision consistent with policy approved by the full Council?**

CC-016749-LB/229501

Not applicable.

**D – Is this decision within the budget approved by the Council?**

Not applicable.

**DD – Who did you consult? What did they say?**

<b>DD – Who did you consult?</b>		<b>What did they say?</b>
1	<b>Chief Executive / Strategic Leadership Team (SLT)</b> (mandatory)	Comments received.
2	<b>Finance / Section 151</b> (mandatory)	Comments received and included
3	<b>Legal / Monitoring Officer</b> (mandatory)	Comments received and included.
4	<b>Human Resources (HR)</b>	Author of report.
5	<b>Property</b>	Not applicable.
6	<b>Information Communication Technology (ICT)</b>	Not applicable.
7	<b>Scrutiny</b>	Not applicable.
8	<b>Local Members</b>	Not applicable.
9	<b>Any external bodies / other/s</b>	Not applicable.

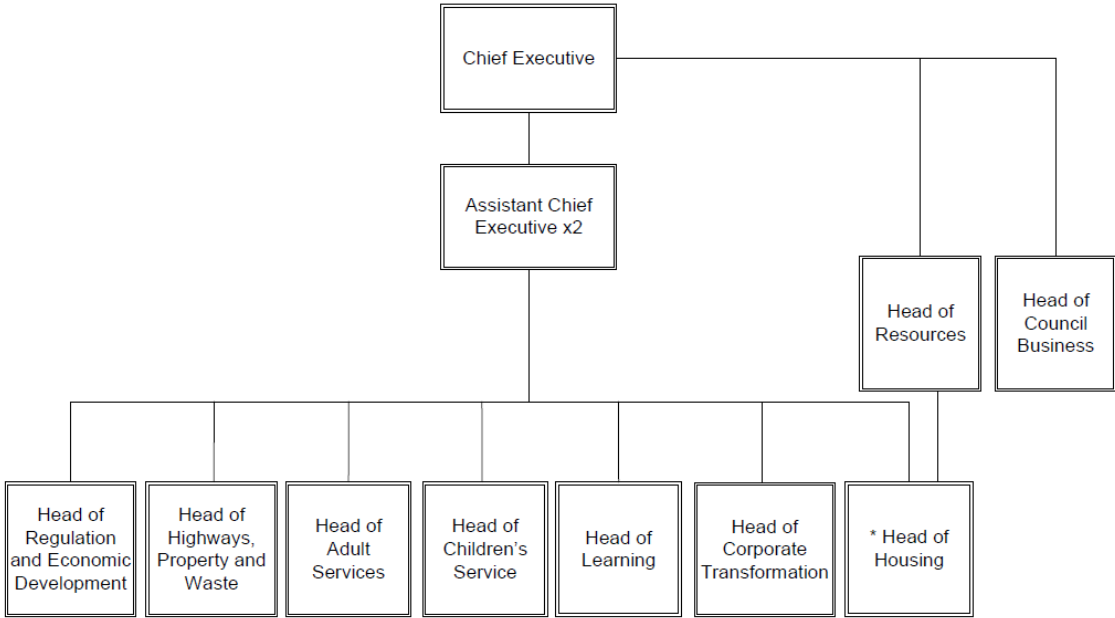
**E – Risks and any mitigation (if relevant)**

1	<b>Economic</b>	Not applicable.
2	<b>Anti-poverty</b>	Not applicable.
3	<b>Crime and Disorder</b>	Not applicable.
4	<b>Environmental</b>	Not applicable.
5	<b>Equalities</b>	Not applicable.
6	<b>Outcome Agreements</b>	Not applicable.
7	<b>Other</b>	Not applicable.

**F - Appendices:**

**FF - Background papers (please contact the author of the Report for any further information):**

**Isle of Anglesey County Council**  
**Senior Leadership Team and Heads of Service Structure Chart**



May 2016

\* Note: The Assistant Chief Executives deal with some issues directly with the Head of Housing