

CHESHIRE EAST COUNCIL

Council

Date of Meeting: 11th December 2014
Report of: Chief Executive
Subject/Title: Senior Management Structure

1.0 Report Summary

- 1.1 This report sets out proposals to further develop the Council's senior management structure in preparation for significant developments in economic development and regeneration.

2.0 Recommendation

- 2.1 The Council is invited to agree to the establishment of a new role of Executive Director, Economic Growth and Prosperity on the existing senior manager grade range of £110,000 to £120,000 per annum plus Performance Related Pay of up to £10,000 per annum in accordance with the Council's Pay Policy; and delete the current role of Director of Economic Growth and Prosperity.
- 2.2 That the Chief Executive, in consultation with the Leader of the Council, and Chair of Staffing Committee be authorised to implement the changes detailed above in accordance with the Council's H.R. policies and procedures.

3.0 Reasons for Recommendations

- 3.1 Since the implementation of the recommendations of the report to Council entitled Becoming a "Strategic Council" on the 4th February 2013 a number of significant changes have begun to impact upon the nature of the roles of the strategic leadership team within the Council. As a result it is important to consider future requirements to enable the delivery of the Council's vision and priorities.
- 3.2 Council will recall that £5M of management savings was achieved with reductions in senior and middle management. This was reported in the financial out turn review report for 2013/14 presented to Cabinet on the 1st July 2014 in which it was reported that further restructures and service redesigns would be necessary to align organisational functions and resources to enable Council priorities.
- 3.3 The recent important announcements with regard to HS2 and the economic growth, and regeneration potential set out in the Council's strategic plans now means that it would be prudent to strengthen the strategic and operational capability of the Council's structure. In the previous reorganisation in February

2013, a number of functional Heads of Service were established; one of which was Economic Growth and Prosperity. Since this time the significance of this function has expanded to take account of the Council's ambition for regeneration and infrastructure improvements to support sustainable growth. However, the capability and capacity of the function has not expanded to keep pace with our protocol. In the future the new role will need to oversee enhanced delivery around core services such as assets, regeneration and planning. By way of example the role will be overseeing delivery of strategic infrastructure valued in the hundreds of millions, the largest outside of conurbations in the UK, as well as continuing to drive town centre regeneration, heritage and culture, and will need to lever additional resources and devolution of responsibilities from Government to deliver the economic agenda and optimise the financial benefit to Council Tax payers in Cheshire East.

- 3.4 It is important to recognise the need to strengthen the capability and capacity of the Economic Growth and Prosperity function of the Council. Given the strategic significance of the opportunities for growth it is proposed to create a new role of Executive Director, Economic Growth and Prosperity to spear head the leadership of this function on behalf of the Council, and enable the delivery of a number of strategic outcomes. An early priority will be to establish the skills and capabilities required to deliver this ambitious agenda in conjunction with the appropriate Portfolio Holders.
- 3.5 The role has been evaluated and falls within the existing senior manager grade range of £110,000 to £120,000 per annum plus Performance Related Pay of up to £10,000 per annum in accordance with the Council's Pay Policy.
- 3.6 The establishment of this new more strategic role will cause the deletion of the existing role of Director of Economic Growth and Prosperity and put the existing post holder 'at risk' of redundancy. Consultations have already commenced with the incumbent in preparation, should the Council agree to the establishment of the new role. The Council's H.R. policies and procedures will be followed to ensure due process is followed to safeguard the interests of the Council, and the employee concerned.
- 3.7 Under the Council's current H.R. Policies and procedures this new role will be ring fenced to enable the consideration of existing employees. Under the Council's constitution the Staffing Committee will meet to consider recommendations with regard to the appropriate process to appoint to the new role of Executive Director, Economic Growth and Prosperity.

4.0 Wards and Local Ward Members Affected

- 4.1 None

5.0 Policy Implications

- 5.1 The revisions highlighted within this report fall within the Council's current Pay Policy.

6.0 Financial Implications

6.1 The budgetary implications of the proposed revisions fall within the financial plan for the current financial year, and fall within the agreed budget.

7.0 Legal Implications

7.1 The Council Meeting has a duty to consider, and to disclose agreed variations to the remuneration of all roles earning above £100,000 per annum the Localism Act 2011.

8.0 Risk Management

8.1 None

9.0 Access to Information

The following background papers relating to this report can be inspected by contacting the report writer:

The report to Council on 4th February 2013 entitled Becoming a “Strategic Council” – Review of Management Roles and Responsibilities.

The Council’s current Pay Policy Document.

The 2013/14 Final Outturn Review of Performance reported to Cabinet 1st July 2014

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