

## **AGENDA ITEM**

### **REPORT TO COUNCIL**

**29<sup>th</sup> January 2020**

### **REPORT OF CORPORATE MANAGEMENT TEAM**

## **PLANNING FOR THE FUTURE**

### **SUMMARY**

At its meeting on 6<sup>th</sup> June 2018 Council approved the introduction of a Managing Director and Deputy Managing Director model as part of the transitional arrangements for the planned departure of the Chief Executive. The Deputy Managing Director post was to be appointed to from the members of the Corporate Management Team in accordance with the Council's usual procedures. Following the appointment of an interim Managing Director in June 2019 and the permanent Managing Director appointment in September 2019 it is proposed that appointment to a Deputy Managing Director post is not progressed and that the Directors will act as deputy to the Managing Director as required. It is considered that this proposal provides the necessary senior management capacity and flexibility as well as providing personal development opportunities for the Corporate Management Team. The proposal would be a continuation of the working arrangements which have been in place since June 2019 and which have worked well. The Corporate Management Team have been informally consulted and are supportive of this proposal.

### **RECOMMENDATIONS**

It is recommended that:

1. Council agree that the appointment to a Deputy Managing Director post is not progressed and that the current Director roles and responsibilities are extended to include acting as Deputy Managing Director as required.

### **DETAIL**

1. A report "Planning for the Future 2 – Managing Transition" was presented to Cabinet (24<sup>th</sup> May 2018) and Council (6<sup>th</sup> June 2018) which approved proposals to achieve continuity and a smooth succession for the planned departure of the Chief Executive. In summary Council approved recommendations:
  - To delete the post of Chief Executive and to introduce a Managing Director and Deputy Managing Director model;
  - That the Chief Executive would step down after the local elections in May 2019 and to ensure smooth transition the Deputy Chief Executive would act as Interim Managing Director prior to the permanent appointment being made following a Corporate Peer Review.
2. The LGA Corporate Peer Challenge took place in early September 2019 with excellent feedback being received from the Peer Team who acknowledged that there was much for the Council to be proud of.

3. Following the Corporate Peer Challenge the appointment process for the permanent Managing Director took place with Mrs Julie Danks being appointed on 25<sup>th</sup> September 2019.
4. It had been proposed that the Managing Director/Deputy model would include a Deputy Managing Director post recruited to from the current Directors in accordance with the Council's policies and procedures.
5. Following the interim and permanent Managing Director appointment further consideration has been given to this proposal. Since the Interim Managing Director appointment in June 2019 the Directors have acted as deputy to the Managing Director on a rota basis as required. This has proven very effective and has provided the capacity and flexibility required as well as personal development opportunities for all the Corporate Management Team. It is therefore proposed that the Managing Director/Deputy model approved by Council reflects the current working arrangements rather than to progress an appointment to a Deputy Managing Director post.
6. This proposal would deliver further financial savings to the significant senior management reductions already achieved as the addition of Deputy Managing Director responsibilities would be absorbed in to the current Directors' roles and responsibilities. This would achieve savings of between £5,000 to £25,0000 per annum (depending on which Director would have been appointed to the Deputy post).
7. The Directors have all been informally consulted and are supportive of the proposed way forward.

#### **COMMUNITY IMPACT IMPLICATIONS**

8. The report does not have any community Impact implications.

#### **CORPORATE PARENTING IMPLICATIONS**

9. This report does not contain any corporate parenting implications.

#### **FINANCIAL IMPLICATIONS**

10. There has already been total savings as result of senior management reductions of £4,195,000 over the MTFP and £1,050,000 per annum thereafter. This proposal will provide a further saving of between £5,000 to £25,000 per annum.

#### **LEGAL IMPLICATIONS**

11. Changes to roles and responsibilities can require formal 30 day consultation but in light of the support from the Corporate Management Team for this proposal it is anticipated that this will not be necessary. Director job descriptions will be amended to reflect the additional responsibility.

## **RISK ASSESSMENT**

12. The existing Deputy working arrangements which have been in place since June 2019 have worked well and have provided the necessary corporate capacity as well as flexibility. It is therefore considered that the proposal to adopt the current working arrangements a the Managing Director/Deputy model is low.

## **WARDS AFFECTED AND CONSULTATION WITH WARD/COUNCILLORS**

13. N/A

## **BACKGROUND PAPERS**

14. Report to Cabinet and Council on 24<sup>th</sup> May 2018 and 6<sup>th</sup> June 2018 – Planning for the Future Managing Transition (Phase 2)

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