

EXTRACT FROM THE MINUTES OF THE CABINET MEETING HELD ON 19 NOVEMBER 2019.

164 **Proposed Change to the Senior Leadership Structure**

The Leader of the Council presented a report seeking Cabinet's approval to take steps to make changes to the senior management structure of the Council at tier 1 following discussion with the current Executive Directors.

Resolved:

1. That Cabinet:

- a) **Approve the proposed changes to the structure of the council at the top tier (Executive Director), and as outlined in appendix 1 and paragraphs 9 – 14. This is on the understanding that a review of the roles and responsibilities of Directors at tier 2 will be carried out by the Executive Directors to determine the proposed interim and permanent designation of the statutory roles of DCS, DASS, ERO & RO. This will be done following discussion and agreement with the Head of Paid Service, and after consultation with the Leader and Cabinet.**
- b) **Recommend that Full Council approves the proposed permanent changes to the designation of the statutory roles once this review has been completed.**

2. If approved, the Leader of the Council proposes that cabinet note that:

- a) **Initial consultation on proposals to implement a new structure will start immediately.**
- b) **Once a new structure is confirmed following consultation, that steps to seek approval of the appointment of Executive Directors by the Officer Appointments Committee will take place, and if appropriate steps to approval the redundancy of an Executive Director by the Senior Officers Employment Sub-Committee will also take place.**

Reason for Decision:

The proposed changes will reduce the number of Executive Directors from three to two, with responsibility for People and Place. This increased focus on People and Place is consistent with the approach in a large number of large shire and unitary councils and will align with Council priorities.

(Note:

1. The Cabinet received legal advice from the Council's Monitoring Officer in relation to those members and officers allowed to remain in the meeting for the discussion on this matter.
2. Cllr Hubbard expressed his disappointment at not being able to access the exempt report and attend the discussion, as had been permitted during similar items previously considered by Cabinet and he felt that the process was not transparent and open at this stage.)