

CYNGOR SIR POWYS COUNTY COUNCIL.

**Report for Full Council
18th May 2023**

REPORT AUTHOR: Jack Straw, Interim Chief Executive

REPORT TITLE: Interim Executive Management Team Structure changes

REPORT FOR: Approval

1. Purpose

1.1. The purpose of this paper is to seek approval for an extension to the existing interim structure at SLT and EMT.

2. Background

2.1. The Executive Director, People and Organisational Development left the employment of Powys County Council on 30th June 2022.

2.2. In addition to holding an Executive Management Team role, this position also held the statutory duty as Director of Social Services.

2.3. All Councils in Wales are required to ensure that the statutory duty of Director of Social Services is occupied and reports directly to the Chief Executive, and therefore we needed to ensure interim arrangements were in place by 1st July 2022.

2.4. As a result, the following arrangements were put in place at EMT:-

- Interim position established of Director of Social Services and Housing.
- Interim changes to the Director of Education to broaden portfolio to include responsibilities for Children's Services.
- Interim position of Director of Corporate Services created.

2.5. The departure of the Executive Director provided an opportunity to revisit the senior management structure and to strengthen the links between the Education Service and Children's Services, and between Adult Social Care, Commissioning and Housing.

2.6. In addition, at the time the interim arrangements were put in place there were changes to the Council's administration and the membership of Cabinet following the local elections in May 2022. The Progressive Partnership Agreement set out a new set of priorities, which was being; into a new Corporate Plan for the Council. It was therefore considered important that the senior structure of the Council was

aligned to best support and deliver on these priorities. As a result, the Chief Executive Dr Caroline Turner reported to Cabinet in June 2022 that she had made some interim changes to the Executive Management Team, to ensure we had appropriate support in place to meet our statutory obligations. This providing time to consider more permanent arrangements ensuring the structure was appropriate. These arrangements were to be in place for a period of six to twelve months.

- 2.7 The Chief Executive had commenced a review, however, due to her absence this process has not yet been concluded.
- 2.8 Under section 11 (Rule 11.47.2) of the Council's constitution, the Chief Executive is able to appoint to these interim Chief Officer roles without full council approval, providing that appointment is for no longer than twelve months. For appointments that exceed twelve months, this is not delegated, and Full Council are asked to consider an extension of the appointments. It was anticipated that the review would have been complete, a revised structure approved. This would have led to appointment to posts being made by either Full Council or the Employment and Appeals Committee (as appropriate) within that twelve month period. However, due to the unexpected absence of the Chief Executive this has not been possible.
- 2.9 To support the executive level arrangements, further interim arrangements were also put in place at Head of Service level and some minor changes to line management responsibility were made. The appointments of Head of Service are not the responsibility of Full Council, rather under the constitution they have been delegated, with such appointments made by a subcommittee of the Employment and Appeals Committee.
- 2.10 As the arrangements have now been in place for nearly 12 months and it is not considered appropriate for any permanent proposals and changes to the leadership structure to be made in the absence of a substantive Chief Executive, this report acts to seek approval for an extension of the current interim arrangements at both EMT and SLT level.

3. Extensions

3.1. Council approval is therefore sought to extend the interim appointments to the following posts for a further period of up to a further twelve months: -

- Director of Social Services and Housing
- Director of Education and Childrens services
- Director of Corporate Services
- Head of Transformation and Democratic Services
- Head of Housing
- Head of Community Services
- Head of Commissioning and Partnerships

3.2 It is confirmed that once the review of the structure has been completed, the appointments to the new structure will be made by either Full Council or the Employment and Appeals Committee (as appropriate).

4. Resource Implications

4.1 The differential between top of scale funding for posts and the actual cost of salaries alongside reduced back fill arrangements contribute to funding the costs of the interim structure combined with a contribution from the central contingency fund.

4.2 It is requested that cabinet approve a virement to align the salary budgets across services and the transfer of £55,000 from the central contingency fund to the relevant salary budgets.

4.3 The Head of Finance (Section 151 Officer) notes the report and can support the recommendation.

5. Legal implications

5.1 Legal: the recommendations can be accepted from a legal point of view.

5.2 The Head of Legal Services and the Monitoring Officer has commented as follows: "I note the legal comment and have nothing to add to the report".

6. Recommendation

6.1. That full council approve the extension of the interim arrangements for the posts outlined in paragraph 3.1 of the report for a further period of up to a further twelve months.