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Part 1 of Schedule 12A
to the Local
Government Act 1972

Folkestone

Hythe & Romney Marsh
Shepway District Council



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Report Number **A/17/20**

To: Council
Date: 28 February 2018
Status: Non – executive decision
Leader of the council: Councillor David Monk

SUBJECT: SENIOR MANAGEMENT REVIEW

SUMMARY: This report considers recommendations from the Personnel Committee and the Audit and Governance Committee on the senior management review or matters relating to it.

REASONS FOR RECOMMENDATIONS: Council should consider the recommendations of the Personnel Committee and the Audit and Governance Committee on the senior management review or matters relating to it so as to determine the course of the review.

RECOMMENDATIONS:

- 1. To receive and note report A/17/20.**
- 2. To consider the recommendations the Personnel Committee and the Audit and Governance Committee on the senior management review and matters relating to it.**

1. BACKGROUND

1.1 Earlier on the same day as the meeting of full Council, the Personnel Committee and the Audit and Governance Committee will meet. They will consider, respectively, reports P/17/09 and AuG/17/14. These are attached as annexes 1 and 2.

1.2 The reports are self-explanatory and it is not the intention of this report to repeat the arguments. The reasons for the recommendations to both committees are set out. Members' attention, however, is drawn in particular to the costs set out in the report to the personnel committee (paragraphs 3.6 – 3.7). These are reported to the council in accordance with the government guidance, giving members the opportunity to vote on them.

2. PROPOSED RECOMMENDATIONS

2.1.1 In aggregate the proposed recommendations to council from both committees are:-

- *To recommend to council that the senior management structure consist of three directors (or posts with equivalent titles) one of whom will be designated as head of paid service pursuant to section 4 Local Government and Housing Act 1989;*
- *To recommend to council that Mr. Alistair Stewart, chief executive be dismissed on the grounds of redundancy on 31 March 2018;*
- *To recommend to council that, subject to approval of the necessary constitutional change, the head of paid service role be advertised internally;*
- *To recommend to council that the personnel committee carry out the selection process with any recommendations considered at an extraordinary meeting of the council on 28 March 2018;*
- *To approve the job specification and person specification for head of paid service in appendix 2 (of report P/17/09);*
- *That sub – paragraph 2.1.4 of the officer employment procedure rules in part 8.2 of the council's constitution be deleted*

2.1.2 The actual recommendations of the committees will be reported to the council. Members will be asked to consider them.

3. RISK MANAGEMENT ISSUES

3.1 The risks, if any are set out in the reports annexed.

4. LEGAL/FINANCIAL AND OTHER CONTROLS/POLICY MATTERS

4.1 Legal Officer's Comments (AK)

The legal issues are covered fully in the body of this report.

4.2 **Finance Officer's Comments (CS)**

The financial implications of the proposals are fully outlined in section 3.6 -3.7 of report P/17/09. In summary the severance costs of £184,000 can be met from the Transforming Shepway budget. This provision (if agreed by Cabinet & full council) will provide funding for the whole transformation project, anticipated to deliver annual savings of £1.8m once fully operational. The Senior Management review will contribute annual savings of at least £141k towards this programme of efficiencies.

4.3 **Diversities and Equalities Implications (AK)**

None identified

5. **CONTACT OFFICERS AND BACKGROUND DOCUMENTS**

Councillors with any questions arising out of this report should contact the following officer prior to the meeting

Amandeep Khroud, monitoring officer
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The following background documents have been relied upon in the preparation of this report:

Exempt

Annexes:

Annex 1: Report P/17/09 Personnel Committee – 28 February 2018
Annex 2: Report AG/17/14 Audit and Governance Committee – 28 February 2018