

Towards a Sustainable Future Task Group Next Steps

Title: Towards a Sustainable Future Leader's Task Group

Date: 22/2/16

Present

Cllr Harvey (Leader)	Cllr Harman (Deputy Leader)	Cllr Madams (Chairman)
Cllr Doran	Cllr Barnard	Angela Tooth (HR)
Debbie O'Sullivan (HR)	Roberto Tambini	Terry Collier

Apologies: Lee O'Neil

Next Steps

No.	Action	<input type="checkbox"/>	<input type="checkbox"/>
1	<p>Context to and rationale for TaSF Roberto ran through the financial and organisational context, and the detailed consultative process the Council undertook with respect to the proposed senior management restructure. Roberto highlighted the three strands of the broader TASF programme:</p> <ul style="list-style-type: none"> • Income generation • Assets, Relocation and new ways of working • Structure including alternative delivery models, partnerships, democratic review and management structure <p>Cllr Barnard commented on the exercise he was asked to undertake by the Leader to review the TaSF proposals. Cllr Barnard thanked Lee and Roberto for the time they spent with him explaining the proposals and responding to his questions. Cllr Barnard highlighted the significant reduction in senior management numbers already achieved by the Council over the last five years or so with number at head of service or above falling from 19 to 11 people. Cllr Barnard confirmed that he agreed that a robust process had been undertaken and that the management restructure should now get underway.</p> <p>The Task Group recognised the adverse impact on staff morale, particularly heads of service, which had occurred as a result of the process having been put on hold. The Chairman of the Task Group commented that the proposals helped address the issues around resilience and competitive remuneration which had raised on previous occasions in her role on Audit Committee.</p> <p>The Task Group recognised the pool of talent in the Council's managers and emphasised the importance of ensuring that we support and develop managers.</p> <p><i>The Task Group unanimously agreed to commence as quickly as possible the selection process for the Group Head posts.</i></p> <p><i>Cllrs to take away packs and read through</i></p>	MAT & HR	Cllrs

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2	<p>Advert for Group Heads</p> <p>The Task Group discussed the draft text and requested some tweaking to address:</p> <ul style="list-style-type: none"> • Emphasising this is an exciting opportunity for managers • Making reference to the role of Group Heads including developing staff • Provide details of whom the candidates can contact <p>Meeting agreed officers would make amendments and recirculate the advert electronically by the end of the week to enable the advert to be issued the following week.</p> <p>Aim to issue adverts in week commencing 29/2</p>	<p>MAT & HR Cllrs</p> <p>MAT & HR</p>	<p>23/2 26/2</p>
3	<p>Training and Development</p> <p>Leader commented that the proposals provided clear succession paths. Task Group discussed importance of providing an appropriate level of training and support to develop staff.</p>		
	<p>Diary date and time of next meeting:</p> <p>Date: 21 March – when the long list will be discussed</p> <p>Time: 4.45pm</p> <p>Place: Chief Executive’s Office</p>	All	