

GWYNEDD COUNCIL CABINET



CABINET REPORT

Date of Meeting:	16 October 2018
Cabinet Member	Nia Jeffreys, Cabinet member for Corporate Support
Contact Officer:	Dilwyn Williams, Chief Executive
Title of the Item:	Arrangements for undertaking the management review.

Decision Required

As part of the management review, that the Cabinet agrees to the proposal that they sit in on the challenge sessions being arranged by the Chief Executive and that they also agree that the Chairs and Vice-Chairs of the Scrutiny Committees (including the Audit Committee) should be invited to these meetings.

Background

1. At its meeting on the 22 May, the Cabinet discussed the financial prognosis for the period to come, and as part of those discussions, the question was asked as to whether at a time of crisis we should limit the managerial resource within the Council. Having said as much, it was also recognised that we are completely reliant upon good managers to lead staff through these difficult times.
2. As a result of these discussions, the Cabinet decided that they would wish to undertake such a review (and to include scrutiny in that process) in order to ensure that the Council's management structure is fit for purpose. Although we should not anticipate that there will be a reduction in the number of managers, if such savings do arise, they can go towards the savings we need to find.
3. It is important to note that the Local Government and Housing Act 1989 notes that it is the Head of Paid Service's responsibility to report on the number and grades of staff required to carry out the Council's functions and to consider how those staff should be organised.
4. We must therefore be clear that this is a matter for the Chief Executive to report upon to the Cabinet and then it is a matter for the Cabinet to accept or refuse the report.

5. That said, it is imperative that those who are responsible for taking the final decision (the Cabinet) understand the rationale behind the recommendations made by the Chief Executive.
6. As part of the process of formulating the report, the Chief Executive intends to convene challenge meetings with Departmental Heads in order to challenge the current arrangements, and in order to ensure that the Cabinet is given the opportunity to hear the various arguments and given the opportunity themselves to challenge and ask any questions relating to particular departments, it is the intention to include all cabinet members in those sessions.
7. Obviously we also need to be as inclusive as possible, and as the review could affect all of the Council's services, the Chief Executive is of the opinion that it would also be beneficial to include the Chair and Vice-Chair of each of the Scrutiny Committees in the challenge sessions so that their views can be canvassed before formulating his recommendations.
8. It is recommended therefore that the Cabinet agrees to the proposal that they sit in on the challenge sessions and that the Chairs and Vice Chairs of the Scrutiny Committees (including the Audit Committee) also be invited to the sessions.

Views of the Statutory Officers

Monitoring Officer

The recommendation constitutes one element of the process of conducting the management review. Obviously any subsequent actions will be subject to the relevant Council procedures.

Head of Finance

In order to give context to the matter, it appears that the Government Grant we receive will be insufficient to pay for inflation let alone the additional spending which is needed to pay for increasing demand for services. In view of the likely financial challenge, we will be maximising the efficiency savings which can be implemented before cutting services to the people of Gwynedd. The inclusive arrangements proposed here will provide the opportunity to establish whether there are efficiency savings which can be made by reviewing the Council's management structure.