

MEETING: **North Wales Corporate Joint Committee**
DATE: **17 June 2022**
SUBJECT: **ORGANISATIONAL STRUCTURE AND STAFFING**
CONTACT OFFICER: **Dafydd L Edwards, CJC Project Lead Officer**

DECISIONS SOUGHT:

To re-appoint Dafydd Gibbard as the CJC's Chief Executive, on an acting basis until the position is reviewed again by the CJC.

To appoint –

- a) Dewi A Morgan as the CJC's Chief Finance (s.151) Officer, and**
- b) Iwan G Evans as the CJC's Monitoring Officer and Proper Officer.**

To approve the ongoing arrangements for Gwynedd Council to provide support services for the CJC, at least until the date of transfer of the EAB to the CJC, or when the Partners to the EAB's "GA2" agree to an alternative model.

That the CJC initially adopts the Terms and Conditions of employment of Gwynedd Council as in effect at the date of this report as it's terms and conditions of employment for staff.

To approve the permanent establishment of the 3 Strategic Planning posts and 2 Regional Transport posts as set out in the report.

That the preparation of the job descriptions, personal specifications, advertising and appointment of the posts, in accordance with the report and budget, be delegated to the acting Chief Executive.

1. Introduction

This report deals with (re)appointment of the North Wales Corporate Joint Committee's (CJC) statutory officers, provision of core support services, and arrangements for employing staff to carry out the Planning and Transport duties.

2. Pay Policy Statement and Conditions of Employment

In accordance with the Welsh Government's regulations, Corporate Joint Committees are "relevant authorities [which] must prepare a pay policy statement for the financial year", primarily setting out their chief officers' remuneration. A pay policy statement for the North Wales Corporate Joint Committee is submitted under another item on this meeting's agenda.

As an employer in its own right the CJC will need to adopt its own terms and conditions for employing staff. It has been proposed for the sake of continuity that the Pay Policy Statement for the CJC should reflect the pay and grading structures of Gwynedd Council pending resolution of the position on the EAB. It is therefore recommended that the CJC adopts the corresponding terms and conditions of employment of staff pending any review. However, as an employer the CJC will be responsible for agreeing any subsequent reviews and consultations which may be occasioned in future.

3. Options Appraisal for the CJC's Chief Executive Officer (CEO)

At its first meeting on 14 January 2022, the North Wales Corporate Joint Committee made appropriate arrangements including appointing Dafydd Gibbard, Gwynedd Council's Chief Executive, in the CJC CEO role on an interim basis, effective at least until the arrangements are reviewed in June 2022.

It was hoped by then that we would be clearer about our ability to transfer the functions of the EAB to the CJC and that the implications of that could be considered when appointing a permanent Chief Executive. However, the continuing complexities in terms of the CJC's ability to recover VAT and the ability to borrow through the PWLB mean that a final decision to proceed with the transfer cannot be made at this stage.

The effect of this is to limit, at present, some of the options that would be available to the CJC for consideration in terms of fulfilling the Chief Executive role and it is therefore recommended that the current arrangement continues with the Chief Executive of Gwynedd Council continuing to lead the establishment of the CJC for the time being.

The CJC's Chief Finance Officer (s151) and the CJC's Monitoring Officer (MO) role are also being provided by Gwynedd Council. This, of course, ensures alignment with the EAB arrangements and there is a clear argument for the s151 and MO role to continue in this way (as it is

probable that the NW Economic Ambition Board will transition into the NW CJC, possibly on 01/04/2023).

RECOMMENDATION

The North Wales Corporate Joint Committee is asked to re-appoint Dafydd Gibbard (Gwynedd's CEO) as the CJC's Chief Executive on a temporary basis until the position is reviewed again.

Recognising the implications of the developing CJC for Ambition North Wales, their Portfolio Director is henceforth formally invited to attend meetings of the CJC.

4. Review / extend the CJC's Statutory Officers' roles

At its first meeting on 14/01/22, the North Wales Corporate Joint Committee made appropriate arrangements including appointing its statutory officers, effective from 14 January 2022 at least until the arrangements are reviewed in June 2022:

- a) Chief Executive - Dafydd Gibbard
- b) Chief Finance Officer ('Section 151 Officer') - Dewi Morgan
- c) Monitoring Officer and Proper Officer - Iwan Evans
(each being the respective postholder at Gwynedd Council)

The Corporate Joint Committees (General) (No. 2) (Wales) Regulations 2021 require the CJC to appoint three statutory officers, comprising a Chief Executive, a Chief Finance Officer and a Monitoring Officer. The Establishment Regulations allow flexibility regarding how the CJC may employ staff i.e. they may be employed directly, or the CJC may enter into arrangements with constituent authorities.

In January 2022, it was noted that Gwynedd Council already provided the Chief Finance Officer and Monitoring Officer for the North Wales Economic Ambition Board, whose functions could transfer to the Corporate Joint Committee during 2022/23. It was added that Gwynedd Council also already provided the CJC Project Lead Officer. It was noted that the statutory officers should be provided by Gwynedd Council while the Corporate Joint Committee was being established, and that these temporary arrangements may be revised thereafter.

This report recommends appointment to the 'Section 151 Officer' and 'Monitoring Officer' roles on a more permanent basis, at least until transfer of 'Ambition North Wales' (the EAB) is resolved, presumably from 01/04/2023.

RECOMMENDATION

The North Wales Corporate Joint Committee is asked to re-appoint:

a) Dewi Aeron Morgan as the CJC's Chief Finance Officer

b) Iwan G Evans as the CJC's Monitoring Officer and Proper Officer

(each being the respective postholder at Gwynedd Council)

5. Confirm Gwynedd Council to supply Support Services

Support services are needed to facilitate the work of the CJC, and the budget for 2022/23 approved by the CJC on 28/01/2022 included cost estimates for a range of services, namely the support of Finance services (including the 'Section 151 Officer', accounting, insurance, etc), Legal services (including the Monitoring Officer), Corporate Support services (committees, translation and human resources) and Information Technology services (equipment, support and licences).

Some of these support services are inextricably linked to the Section 151 and Monitoring Officer roles, and the range of services referred to above are being provided by Gwynedd Council, who have been opening bank accounts, establishing a financial ledger, arranging insurance cover, dealing with various regulators including Audit Wales and the Welsh Language Commissioner, and dealing with the Welsh Government's enquiries and consultations. Gwynedd Council's support services are also facilitating this meeting, of course.

RECOMMENDATION

The North Wales Corporate Joint Committee is asked to approve the ongoing arrangements for Gwynedd Council to provide this range of support services, at least until after transfer of the EAB is resolved.

In the medium term, when requirements become clearer, service level agreements may be drawn up for the supply and cost of these support services. In the interim, the cost will be reported to the CJC and managed within the budget approved for 2022/23.

6. Arrangements for Planning and Transport Staff

The North Wales Corporate Joint Committee must consider arrangements for commissioning the Planning and Transport duties prescribed to be discharged by CJsCs – i.e. to prepare, develop, produce, monitor, review and revise both a Strategic Development Plan (SDP) and a Regional Transport Plan (RTP).

While the CJC has agreed on a minimum budget approach, there is specific budget provision for employing 5 staff. The 2022/23 estimates include the part-year cost of 3 Strategic Planning posts and 2 Regional Transport posts to carry out the initial SDP and RTP duties prescribed to be discharged by the CJC.

The structure will include 2 managers / team leaders who will be accountable to the Acting Chief Executive, and 3 other posts accountable to the 2 managers / team leaders.

RECOMMENDATION

The North Wales Corporate Joint Committee is asked to approve the permanent establishment of the 3 Strategic Planning posts and 2 Regional Transport posts.

Officers will prepare appropriate job descriptions and person specifications for the above posts, in consultation with relevant professional groups. The establishment of the 5 CJC posts and subsequent recruitment will be progressed within the framework of Gwynedd Council's staffing terms, to ensure consistency with those employed by Ambition North Wales.

A 'Scheme of Delegation' to enable sub-committees and officers to take decisions will also be developed and submitted for approval at a subsequent meeting of the CJC.

VIEWS OF THE STATUTORY OFFICERS

Monitoring Officer

I have worked with the author to prepare this report and confirm the contents.

Statutory Finance Officer

I have worked with the author to prepare this report and confirm the contents.