
APPOINTMENT OF JOINT STRATEGIC DIRECTORS

1 PURPOSE OF REPORT

- 1.1 To confirm the appointment of joint Strategic Directors for the Council and Brentwood Borough Council.

2 INTRODUCTION

- 2.1 At an Extraordinary meeting on 25 January 2022 (the “January Meeting”) the Council resolved to agree the Strategic Partnership between the Council and Brentwood Borough Council (BBC) and appointed Jonathan Stephenson as the Joint Chief Executive for both Councils and the Council’s Head of Paid Service with effect from 1 February 2022. In addition, Council delegated authority to the Joint Chief Executive to undertake a restructure of Tier 2 of the Councils in consultation with the Leader of each Council.

3 SENIOR LEADERSHIP RESTRUCTURE TIER 2

- 3.1 The new Tier 2 structure has been in place since 28 March 2022. This was a reduction in FTE from 4 posts to 3 posts across both Councils. Advice from East of England Local Government Association (EELGA) was that although the roles had increased in volume (i.e. working across 2 Councils) the job descriptions had not substantially changed and so were capable of assimilation without the requirement for a further appointment process. Accordingly, the working arrangements for the then 3 incumbent post holders were achieved via a secondment arrangement in the short term as formal appointment could only be made once the new unified pay policy had been agreed by both Councils.
- 3.2 Following the resignation of one of the incumbents, a recruitment process was undertaken by the Council’s Chief Officer Appointments Committee and BBC’s Staff Appointments Committee. An appointment to the post was made by both Committees on 14 July 2022.
- 3.3 A new Pay Policy Statement was adopted by the Council on 14 June 2022. A report in near identical terms was taken to BBC on 22 June 2022 and the same resolution was made. The Tier 2 appointments now fall to be confirmed by Full Council.
- 3.4 The 3 Strategic Directors are as follows:-
- Steve Summers, appointed following assimilation, who will remain on BBC establishment;
 - Ian Winslet, appointed following assimilation, who will remain on BBC establishment; and

- Emily Yule, appointed on 14 July 2022, who will be employed on the Council's establishment.
- 3.5 The intention behind the new Tier 2 roles is that each Strategic Director will have a lead responsibility for a designated place/locality across both geographies. They will be the key point of contact for all strategic issues affecting that locality to ensure a customer focused and inclusive community response. This will build strong, effective networks at local, county, regional and national levels to ensure that both Councils' voices are heard and views represented on matters that are important to the community. Each Strategic Director will also have responsibility for overarching programmes of work and will lead, champion and ensure delivery identifying and managing resources and stakeholders to ensure success. All Strategic Directors will deputise for the Joint Chief Executive as directed. This may mean on key functional activity, consultations, or representing the Councils at key events. One Strategic Director will be the designated Deputy Chief Executive to be the first point of call for strategic issues in the absence of the Joint Chief Executive.
- 3.6 The new Tier 2 roles are as follows:-
- Strategic Director with particular corporate strategic responsibility for the customer experience, external partnerships, HR and governance and is the SRO (Senior Responsible Owner) for #OneTeam Transformation Programme who is the place lead for Rochford town and Shenfield. The appointee to this role is Emily Yule.
 - Strategic Director with particular corporate strategic responsibility for housing and development, assets, communities and health who is the place lead for Rayleigh and Ingatestone. The appointee to this role is Ian Winslet.
 - Strategic Director with particular corporate strategic responsibility for finance, environment, planning and economic development who is the place lead for Hockley and Brentwood. The appointee to this role is Steve Summers.
- 3.7 The appointments set out in paragraph 3.6 above are proposed to be on the remuneration packages set out in the Confidential Appendix.
- 3.8 As set out at the January Meeting, it is proposed that a further saving of 1 post at Tier 2 will be created after the #OneTeam Transformation Programme is completed.

4 RISK IMPLICATIONS

- 4.1 As the two Councils propose to embark upon joint staffing arrangements as part of the #OneTeam Transformation Programme, it is important that there is sufficient talent within the unified Leadership Team to drive the ambition of the Programme and achieve the outcomes of the Strategic Partnership. A robust

selection process provides assurance to Members that talent has been secured. Payment of competitive remuneration terms is also central to the strategy for retention and the Pay Policy Statements of both Councils have been updated to reflect that, based on benchmarking from EELGA.

5 RESOURCE IMPLICATIONS

- 5.1 Appointment of 3 joint Strategic Directors is in line with the financial projections of the #OneTeam Transformation Programme, as set out in the January Meeting.
- 5.2 Recruitment costs for the vacancy amount to £20,500 for retention of recruitment consultants which is standard industry practice for posts of this level of seniority. These costs are not attributable to the project budget for the #OneTeam Transformation Programme and is payable from general budgets with costs shared equally between the two Councils.
- 5.3 The anticipated profile of the programme savings was set out in detail in the report agreed by Council at the January Meeting. This showed a joint total savings ambition across the Council and BBC of between £595k and £853k per annum by the end of the programme in 2025/26. This was broken down into three phases; with Phase 1 being based on the creation of a single unified Leadership Team by September 2022.
- 5.4 Estimated savings were shown as a range, following indicative benchmarked salary forecasts at the early stage of analysis. The lower number of the range was based on proposed headcount appointed at the mid-point of a revised salary scale (as per the EELGA Benchmarking Report) and the higher number of the range was based on proposed headcount appointed at the bottom of that scale. Following the adoption of the new Pay Policy Statement the anticipated savings will be updated.
- 5.5 The financial position of the programme will continue to be closely monitored as it progresses and will be regularly reported to each Council's Overview and Scrutiny Committee, the Executive (for the Council), Policy, Resources and Economic Development Committee for BBC), as well as Full Council.

6 ENVIRONMENTAL IMPLICATIONS

- 6.1 None.

7 LEGAL IMPLICATIONS

- 7.1 The Pay Policy Statement has previously been agreed by the Council and so appointment within the terms of the Pay Policy Statement is appropriate.

8 EQUALITY AND DIVERSITY IMPLICATIONS

- 8.1 An Equality Impact Assessment has not been completed as no relevant decision is being taken.

9 RECOMMENDATION

9.1 It is proposed that Council **RESOLVES**

- (1) To appoint the Strategic Directors for the Council and Brentwood Borough Council, as set out in the Confidential Appendix.
- (2) That the Monitoring Officer be given delegated authority, in consultation with the Portfolio Holder for Governance, to make any required changes to the Constitution to give effect to the recommendations in this report.



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Background Papers:-

None.

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