

North Tyneside Council

Report to Chief Executive

Date: 15 June 2021

Title: LGA Corporate Peer Challenge Action Plan – Job Titles

Portfolio: The Elected Mayor Deputy Mayor Finance and Resources	Cabinet Members: The Elected Mayor The Deputy Mayor Cabinet Member for Finance and Resources
---	---

Report from Service: Bryn Roberts, Head of Law & Governance Tel: 0191 643 5339

Wards affected: None

PART 1

1.1 Executive Summary:

As Cabinet know, as part of the national sector-led improvement programme, the Authority took part in a Local Government Association Corporate Peer Challenge. The challenge took place in North Tyneside from 18th – 21st June 2019 with experienced colleagues and was led by a serving Chief Executive of a similar Authority and an Elected Mayor.

The Peer Team presented feedback on 21st June 2019 to Cabinet Members and the Senior Leadership Team. That feedback was very positive about the Borough, its communities and businesses, and the Authority.

At its meeting on 14th October 2019, the Cabinet agreed an Action Plan in response to the feedback from the Corporate Peer Challenge. Most of the action plan is complete and all of it will be complete by the follow up visit planned for next month. One agreed action gave Delegated Authority to the Chief Executive in consultation with the Mayor and Deputy Mayor to adjust job titles in line with the suggestion by the Peer Team that North Tyneside Council senior officer job titles were out of step with the sector and cause some misconceptions about the responsibilities of those officers outside the organisation.

This report records the decision to make changes to respond to that suggestion.

1.2 Recommendation

The recommended Delegated Decision is to agree to the job title changes outlined in paragraph 1.5.2.

1.3 Forward Plan

Twenty-eight days' notice of this report has been given and it first appeared on the Forward Plan that was published on 17th May.

1.4 Council Plan and Policy Framework

This report is directly concerned with the delivery of the entire Our North Tyneside Plan.

1.5 Information

1.5.1 Background

In the Corporate Peer Challenge Feedback Report considered by Cabinet at its meeting on 14th October 2019, the Peer Challenge Team said

“In addition, the peer team would also encourage the Council to reflect on their senior officer job titles to see if they are appropriate enough to represent and profile the Council’s status externally.”

In the agreed Action Plan against Recommendation 3, the Authority’s response was

“At paragraph 4.5 the Peer Team make specific reference to job titles and the external profile of the Council. As part of the Action Plan, if agreed by Cabinet, the Chief Executive, in consultation with the Elected Mayor and Deputy Mayor as Cabinet Member for HR, will make any appropriate adjustments.”

1.5.2 The proposal is to make the following changes

Current Job Title	New Job Title
Head of Resources	Director of Resources
Head of Corporate Strategy and Customer Service	Assistant Chief Executive
Head of Law and Governance	Director of Law and Governance
Director of Public Health	No Change
Head of Commissioning and Asset Management	Director of Commissioning and Asset Management
Head of Health, Education, Care and Safeguarding	Director of Services for Children and Adults
Head of Environment, Housing and Leisure	Director of Environment, Housing and Leisure
Head of Regeneration and Economic Development	Director of Regeneration and Economic Development

1.5.3 There are no changes in remuneration or responsibilities associated with these changes.

1.6 Decision options:

The following decision options are available for consideration:

Option 1

Make the recommended changes.

Option 2

Do not make the recommended changes.

Option 1 is the recommended option.

1.7 Reasons for recommended option

The Corporate Peer Challenge Team understood the original rationale for the changes made to the corporate structure in 2013 but felt that time had passed and the engagement of the Officer Team in the Combined Authority, the region, nationally and with partners was being hampered by job titles which did not reflect the status of the roles.

1.8 Appendices:

None.

1.9 Contact officers:

Bryn Roberts, Head of Law & Governance, Tel. (0191) 643 5339

1.10 Background information:

Local Government Association Corporate Peer Challenge and Action Plan. Report to Cabinet 14th October 2019.

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

There are no financial implications associated with this decision.

2.2 Legal

There are no direct legal implications arising from this report. Job Descriptions and Contracts will be reissued with the amended job title. The amended job titles will be incorporated into the Council's Constitution and associated documents in accordance with Delegation LG35 of the Officer Scheme of Delegation.

2.3 Consultation/community engagement

2.3.1 Internal and External Consultation and Engagement

The Peer Challenge involved extensive engagement during the on-site exercise and is explained in the report. The contents of this change have been discussed with everyone involved.

2.4 Human rights

There are no human rights issues directly arising from this report.

2.5 Equalities and diversity

There are no direct equality implications arising from this report.

2.6 Risk management

There are no risk management implications arising from this report.

2.7 Crime and disorder

There are no crime and disorder implications arising from this report.

2.8 Environment and sustainability

There are no environment and sustainability implications arising from this report.

PART 3 - SIGN OFF

- Chief Executive
- Head(s) of Service
- Mayor/Cabinet Member(s)
- Chief Finance Officer
- Monitoring Officer
- Head of Corporate Strategy and Customer Service