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Neuadd y Sir
Y Rhadyr
Brynbuga
NP15 1GA

County Hall
Rhadyr
Usk
NP15 1GA

Tuesday, 5 September 2017

Dear Councillor

INDIVIDUAL CABINET MEMBER DECISIONS

Notice is hereby given that the following decisions made by a member of the cabinet will be made on Wednesday, 13 September 2017.

1. **DELIVERING SAVINGS - POLICY AND PERFORMANCE TEAM** 1 - 2

Division/Wards Affected: All Wards

CABINET MEMBER: County Councillor P Jordan

AUTHOR: Matthew Gatehouse, Policy and Performance
Manager

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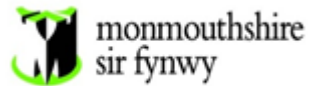
Yours sincerely,

Paul Matthews
Chief Executive

CABINET PORTFOLIOS

County Councillor	Area of Responsibility	Partnership and External Working	Ward
P.A. Fox (Leader)	Whole Authority Strategy & Direction CCR Joint Cabinet & Regional Development; Organisation review; Regional working; Government relations; Public Service Board; WLGA.	WLGA Council WLGA Coordinating Board Public Service Board	Portskewett
R.J.W. Greenland (Deputy Leader)	Enterprise Land use planning; Economic development; Tourism; Development control; Building control; Housing & homeless; Leisure; Youth; Adult education; Outdoor education; Community Hubs; Cultural services.	WLGA Council Capital Region Tourism	Devauden
R.P. Jordan	Governance Council & Executive decision support; Scrutiny; Regulatory Committee standards; Member support; Community governance; Elections; Democracy promotion & engagement; Law; Ethics & standards; Whole authority performance; Whole authority service planning & evaluation		Cantref
R. John	Children & Young People School standards; School improvement; School governance; EAS overview; Early Years; Additional Learning Needs; Inclusion; Extended curriculum; Admissions; Catchment areas; Post 16 offer; Coleg Gwent liaison	Joint Education Group (EAS) WJEC	Mitchel Troy
P. Jones	Social Care, Safeguarding & Health Children; Adult; Fostering & Adoption; Youth offending service; Supporting people; Whole authority safeguarding; Disabilities; Mental health; Health liaison		Raglan
P. Murphy	Resources Finance; Information technology (SRS); Human Resources; Training; Health & Safety; Emergency planning; Procurement; Audit; Land & buildings (inc. Estate, Cemeteries, Allotments, Farms); Property maintenance; Digital office; Commercial office.	Prosiect Gwrydd Wales Purchasing Consortium	Caerwent
S.B. Jones	County Operations Highways maintenance, Transport, Traffic & Network Management; Fleet management; Waste including recycling; Public conveniences; Car parks; Parks & open spaces; Cleansing; Countryside; Landscapes &	SEWTA Prosiect Gwrydd	Goytre Fawr

	biodiversity; Flood Risk.		
S. L. Jones	Social Justice & Community Development Community engagement; Deprivation & Isolation; Community safety; Social cohesion; Poverty; Equalities; Diversity; Welsh language; Public relations; Trading standards; Environmental Health; Licensing; Communications		Llanover



Sustainable and Resilient Communities

Outcomes we are working towards

Nobody Is Left Behind

- Older people are able to live their good life
- People have access to appropriate and affordable housing
- People have good access and mobility

People Are Confident, Capable and Involved

- People's lives are not affected by alcohol and drug misuse
- Families are supported
- People feel safe

Our County Thrives

- Business and enterprise
- People have access to practical and flexible learning
- People protect and enhance the environment

Our priorities

- Schools
- Protection of vulnerable people
- Supporting Business and Job Creation
- Maintaining locally accessible services

Our Values

- **Openness:** we aspire to be open and honest to develop trusting relationships.
- **Fairness:** we aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.
- **Flexibility:** we aspire to be flexible in our thinking and action to become an effective and efficient organisation.
- **Teamwork:** we aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

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SUBJECT:	DELIVERING SAVINGS – POLICY AND PERFORMANCE TEAM
MEETING:	INDIVIDUAL CABINET MEMBER DECISION
CABINET MEMBER:	COUNCILLOR PAUL JORDAN
DATE:	13 SEPTEMBER 2017
DIVISION/WARDS AFFECTED:	ALL

1. PURPOSE:

Proposal to agree the deletion of a post within the Deputy Chief Executive's Department

2. RECOMMENDATIONS:

That one post of Policy and Performance Officer be deleted from the structure and the resultant redundancy costs be met from the service budget. If this were not possible the costs would be funded from reserves.

3. KEY ISSUES:

As part of the 2017-18 budget setting process the Policy and Performance Team were tasked with delivering a 5% budget saving. Other staffing factors meant it was possible to defer a decision on the exact nature of the staffing changes required to provide the saving.

Further structural changes are anticipated in the department as a result of the re-alignment of the senior leadership structure. A future report will identify further staffing changes that will enable the team to refocus on making more use of data to inform the transformation of services in line with the Future Monmouthshire programme. However it is timely to make this decision now to ensure that savings can be accrued from the earliest opportunity. Informal consultation has been held with the member of staff affected.

4. REASONS:

To deliver the financial savings required of the team as part of the 2017-18 budget process. This will also enable a future restructuring of the Policy and Performance section to take place once the Chief Executive has completed adjustments to senior management arrangements.

5. RESOURCE IMPLICATIONS:

There will be a one-off redundancy cost which will be met in-year from the service budget. It will enable the delivery of a recurring annual saving to the budget of £13,000 and this saving will comfortably exceed the redundancy over the duration of the MTFP. It will also

enable a re-focusing of the team's work in line with the priorities of the administration and the Well-being of Future Generations Act. The saving was highlighted as part of the 2017-18 budget process and has already been accounted for in the medium term financial plan.

6. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING)

The report has no direct impact upon front-line services and as a result a full assessment has not been deemed necessary

7. CONSULTEES:

Cabinet Members, Senior Leadership Team, Policy and Performance Team.

8. BACKGROUND PAPERS:

None

9. AUTHOR:

Matthew Gatehouse, Policy and Performance Manager

10. CONTACT DETAILS:

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