

From: [REDACTED]
To: [REDACTED]
Subject: FW: as discussed
Date: 05 February 2021 16:43:41

From: Andy MacDonald
Sent: 04 July 2019 19:35
To: [REDACTED]
Subject: Re: as discussed

Thanks for this [REDACTED]

Are you about tomorrow am and I will have a quick chat on my response?

Thanks again

Andy

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From: [REDACTED]
Sent: Thursday, July 4, 2019 7:24 pm
To: Andy MacDonald
Cc: [REDACTED]
Subject: RE: as discussed

Hi Andy,

Sorry for the delay.

I've now met with the two other lead analysts and we believe that there is scope for two factors to change. If you could read over the below and confirm that we are right in our thinking, and that the Digital and Technology CO post would be expected to / does undertake the below tasks / have the below level of responsibility:

Communication – this post currently scores lower than the other CO posts, due to ***-For the Chief Officer (Digital and Technology) it has been assumed that there is a lesser potential for contentious communication. The assessment for this post assumes that the post holder's predominant use of communication skills would be in convincing others to adopt courses of action that they do not wish to take (e.g. persuading others of the need to adopt particular policies or carry out particular actions)***

However having discussed this can you advise if we are correct in thinking:

- If there was a massive data breach which led to school servers, with personal details of staff and pupils, being accessible to the general public.
Or
- If a new digital initiative led to people having their council tax for the year being removed in one instalment rather than over the year
Or
- If a partner we work with and paid over a million for a programme goes bust and hasn't delivered on the programme and the Scottish Government challenge us.

This post would be the one dealing with the IT and digital communications fallout from this – which could involve:

- Dealing with angry parents and general public outcry
- Explaining to the press (via the appropriate channels) what had gone wrong, and how things will be resolved and what damage limitation is being undertaken.
- Being the council spokesperson for potentially very complicated and sensitive events

We also thought that there would be an element of him needing to demonstrate some highly developed persuasion skills to convince others to about policies and courses of action they may not wish to. This could include Council to approve a very innovative digital way of working, introducing a limit on how much any individual can photocopy etc.

Finance

Based on the previous information (below) our understanding is that the jobholder would be:

Determining - means taking the final decision on a budget (irrespective of whether or not this is then referred to Council Committee for Member approval),

Planning budgets - deciding and being accountable for the long term financial planning of a service and the overarching principles and processes of budget setting.

For sums of money in excess of £10million pounds.

Assuming you can confirm both of these of these changes / pieces of evidence are accurate then I can confirm the outcome score will be 739 – (same as CO Capital and also CO Commercial and procurement)

Once you get back to me I can progress things and then confirm the new salary,

Apologies for the delay, but hope this is welcome news!!

Regards

[REDACTED]

From: Andy MacDonald

Sent: 27 May 2019 15:30

To: [REDACTED]

Subject: RE: as discussed

Hi [REDACTED]

I hope you had a great weekend!

Thank you for doing this; it is really helpful.

There is nothing that you have listed that wouldn't be incorporated into [REDACTED] role.

His current budget for his cluster is £6 million. He is also currently leading a Digital Programme that is approx. £4m investment to deliver a £9.3m saving. This includes a workforce change elements through agile working and new technologies.

Do you need anything further?

Regards

Andy

From: [REDACTED]

Sent: 25 May 2019 14:12

To: Andy MacDonald <xxxxxxxxxx@xxxxxxxxxxx.xxx.xx>

Subject: as discussed

Hi,

Can you have a look at the attached and if you have a moment add to it in regard to the Digital and Tech role.

Any additional examples very much appreciated.

Thanks

[REDACTED]

[REDACTED]

People & Organisation Adviser
Talent Management

[REDACTED]

[REDACTED]

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