

Report for: Staffing & Remuneration Committee, 26th June 2017

Item number:

Title: Senior Management Team Structure Changes

Report authorised by : Zina Etheridge, Interim Chief Executive

Lead Officer: Richard Grice, Director of Transformation and Resources

Ward(s) affected:

Report for Key/

Non Key Decision: Non Key Decision

1 Describe the Issue Under Consideration

1.1 The report gives details interim changes that have been made to the senior management structure of the organisation. These changes follow on from permanent changes made to other management levels that were reported to Committee in February and April this year.

2 Cabinet Member Introduction

Not applicable.

3 Recommendations

3.1 The Committee note the changes to the senior management structure outlined in Section 6.

4 Reason for Decision

4.1 The restructure has been designed to maintain stability and focus at a senior officer level in the Council for an interim period.

5 Alternative Options

Not applicable.

6 Background information

6.1 The interim changes will be actioned by an agreed, time limited variation to each of the individuals' existing contract of employment. The changes will affect the following posts -

- Deputy Chief Executive
- Chief Operating Officer
- Assistant Director Transformation & Resources
- Assistant Director Commercial & Operations

The new interim structure is attached at Appendix 1.

- 6.2 There is a need to fill the interim vacancy of Deputy Chief Executive to provide strategic leadership across Adults, Children’s and Public Health divisions. This post will be filled on an interim basis by the current Chief Operating Officer.
- 6.3 The post of Chief Operating Officer (COO) will not be filled during the period of the interim structure. Instead, the three main areas of COO responsibility will be led by two Interim Directors and a new post of Chief Finance Officer. When appointed, it is likely that the Chief Finance Officer post will be designated with the Section 151 Officer responsibilities and a report will be taken to Full Council in that respect. Prior to that appointment, and subject to the required approval being obtained for the designation of the Interim Deputy Chief Executive as the Council’s Section 151 Officer, Section 151 responsibilities will remain with Tracie Evans in her role as Interim Deputy Chief Executive.
- 6.4 The post of Assistant Director of Transformation & Resources will be redesignated as Interim Director of Transformation & Resources. Responsibilities will cover the current Assistant Director portfolio plus Customer Services and Libraries from the COO portfolio.
- 6.5 The post of Assistant Director Commercial & Operations will be redesignated as Interim Director Commercial & Operations. Responsibilities will cover the current Assistant Director portfolio plus the Shared Service Centre from the COO portfolio.
- 6.6 The changes to the senior management team structure have been designed to be cost neutral. The Chief Finance Officer is the only post that has been newly created and this will be offset by retaining the post of Chief Operating Officer as a vacancy while the current postholder takes on the responsibility of the interim Deputy Chief Executive role.
- 6.7 The Interim Director posts will be paid at the same salary as the current Assistant Director posts.
- 6.8 If and when permanent appointments are made to any SLT level post, the Interim Chief Executive will bring a report to the Committee seeking its approval for such appointments, in accordance with Part 4 Section K of the Council’s Constitution.

7 Contribution to strategic outcomes

Not applicable.

8 Statutory Officers’ comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities

Assistant Director of Corporate Governance

- 8.1 There are no legal implications arising from this report.

Chief Finance Officer

9 Use of appendices

Appendix 1: SLT Roles and Membership

10 Local Government (Access to Information) Act 1985
Not applicable