

## APPOINTMENTS AND REMUNERATION COMMITTEE

29 July 2016

Present:-

Councillors J Hart (Chairman), J Clatworthy, A Connett, B Parsons and R Westlake

\* **4** Minutes

**RESOLVED** that the minutes of the meeting held on 11 May 2016 be approved as correct records.

\* **5** Items Requiring Urgent Attention

There was no item raised as a matter of urgency.

**6** Senior Management Structure

The Committee considered the Report of the Chief Executive (CX/16/21), circulated prior to the meeting in accordance with Regulation 7(4) of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012, on proposed changes to the Council's Senior Management/Organisational Structure consequent upon recent staff departures and revised operating methods and accountability for service outcomes.

The Report outlined the current senior management structure introduced in May 2011 and the changes now proposed: reflecting the Council's revised approach to organisational change over the coming years which would require a fundamental appraisal of what the Council did and how it worked, operating within a systems-based approach, while allowing for a clear focus on the Council's main service accountabilities – *Adults Services, Children's Services and Highways* – with 'place shaping' and universal population services in a new *Community Health, Environment and Prosperity* portfolio.

In summary it was proposed that, in place of existing Strategic Directors, there would be four Chief Officer roles covering:

- Chief Officer for Adult Health and Care (*responsible for Adult Social Care and services integrated with Health*);
- Chief Officer for Children's Services (*responsible for education, including Early Years, Children's Social Care and Early Help Services*);
- Chief Officer for Community Health, Environment & Prosperity (*responsible for Public Health, Economic Development, Trading Standards, Post-16 Education and Skills, Transportation, Strategic Planning, Environment, Flood Protection, Working with Communities, Youth and Library Services Commissioning, Community Resilience, Research and Intelligence and Performance Management*);
- Chief Officer for Highways and Capital Development

with 'Corporate Services' senior posts reporting, as now, to the Chief Executive namely:

- County Treasurer (Section 151 Officer) (*responsibilities unchanged*);
- County Solicitor (Monitoring Officer) (*responsibilities unchanged*);
- Head of Digital Transformation and Business Support (*change in nomenclature to reflect the importance of Digital Strategy in supporting organisational change*);

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- Head of Organisational Development (*responsible for business planning and the HR function*), and

and Heads of Service posts in Adult Health and Care, Children's Services and Community Health, Environment and Prosperity reporting to the aforementioned Chief Officer posts, set out in Appendix II to Report CX/16/21.

Members acknowledged the reasoning behind the proposals which were broadly welcomed, noting also, and subject to the following, that the proposals did not suggest significant changes to the roles and remits of other Senior Officers and Heads of Service, where current post holders would in the main remain in situ with their current portfolio, albeit with some minor changes of responsibilities and job titles as set out Appendix II to Report CX/16/21 (attached) and with the existing Head of Communities be re-designated as the Head of Organisational Development.

Members also noted that the proposed structure had been the subject of extensive informal discussions with affected staff and Staff Side/Employee representatives. Should the proposals now submitted be endorsed, a period of consultation would follow with a view to a further report being made to this Committee for determination of detailed proposals and processes during September/October (and by the County Council as required) and the new leadership arrangements being put in place from November. Members noted that the overall cost of the revised structure across the top two tiers of management would be neutral at worst, with the possibility of a small saving.

It was **MOVED** by Councillor Hart, **SECONDED** by Councillor Clatworthy, and

**RESOLVED**

(a) that the structural proposals outlined above and set out more fully in Report CX/16/21 be approved and proceed to consultation;

(b) that subject to satisfactory conclusion of the foregoing and the final determination of terms and conditions in due course within the timelines outlined above in accordance with the Pay Policy Statement and Chief Officer Employment Rules and on the basis that there shall be no overall increase in employment costs:

(i) Chief Officers/Heads of Service be designated as the required Statutory or Responsible Officers as shown below:

- Chief Officer for Children's Services: Statutory Director of Children's Services (s18, Children Act 2004);
- Chief Officer for Adult Care and Health: Statutory Director of Adult Social Services (s6, Local Authority Social Services Act 1970); and
- Chief Officer for Community Health, Environment and Prosperity: Statutory Director of Public Health.

(ii) the current interim Head of Children's Social Work and Child Protection (Ms Jo Olsson) be re-designated as the interim Chief Officer for Children's Services and arrangements be also made by the Chief Executive under delegated powers for the interim arrangements for an Acting Head of Education and Learning and an Acting Head of Children's Social Care pending the making of permanent appointments, in line with the Council's Pay Policy Statement and Chief Officer Employment Procedure Rules;

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(c) that approval be given to recruitment processes commencing in September for the permanent appointment of the Head of Education and Learning and for the Head of Children's Social Care and the Chief Executive and Head of Human Resources be authorised to take all necessary action to implement the structure referred to above and to initiate the relevant appointment process(es), involving this Committee and Members as appropriate;

(d) that and subject to the approval of the Procedures Committee, the County Solicitor be authorised to make all necessary technical amendments and adjustments to the Council's Constitution arising from the above, in due course.

**\*DENOTES DELEGATED MATTER WITH POWER TO ACT**

The Meeting started at 10.35 am and finished at 11.12 am