

## **AN UPDATE ON CHANGES TO THE COUNCILS SENIOR MANAGEMENT ARRANGEMENTS**

Report of the Chief Executive

**Recommendation:** that the Committee note the update on the Leadership structure changes.

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### 1. **Introduction**

Further to the paper to the Appointments and Remuneration Committee on the 29<sup>th</sup> July the purpose of this report is to update the Appointments & Remuneration Committee.

### 2. **The Principles for Change**

The principles for the changes to the structure as set out in the July report are based on the following principles:

- The purpose and accountability of the senior roles should be clear and understandable
- Senior leadership capacity should match the scope of the role
- The structure should support the 'purposeful systems' approach to organisational change and support further development of the one Council approach and the reduction of duplication
- The structure should be flatter, but with no more than eight direct reports to the Chief Executive (currently there are six)
- Structural arrangements should reflect the need to work more flexibly in partnership across organisations
- Change to the new arrangements should involve the least possible disruption to the organisation
- The structure should support the development of, and provide opportunities for, the future leaders of the organisation
- The structure should complement, as far as possible, existing political portfolios
- Changes to the structure should be cost neutral at worst

### 3. **The new leadership structure**

The consultation process concluded on the 1<sup>st</sup> September. The revised leadership structure is as follows:

- **Chief Officer - Adults' Health and Care** - Jennie Stephens
- **Chief Officer - Children's Services** – Jo Olsson (Interim)
- **Chief Officer - Highways and Capital Development** – David Whitton

- **Chief Officer - Community Health, Prosperity and Environment** – Virginia Pearson
- **County Treasurer** - Mary Davis
- **County Solicitor** - Jan Shadbolt
- **Head of Organisation Development** – John Smith
- **Head of Digital Transformation and Business Support** – Rob Parkhouse

These 8 posts are line managed by the Chief Executive

- **Head of Adult Social Care** – Keri Storey
- **Head of Social Care Commissioning** – Tim Golby
- **Head of Planning, Transportation and Environment** – Dave Black
- **Head of Economy, Enterprise and Skills** – Keri Denton
- **Head of Education and Learning** – Dawn Stabb
- **Head of Children’s Social Care** – Vivien Lines (Interim)

These 6 posts are line managed by Chief Officers.

A copy of the structure chart for the Leadership Group is attached.

#### 4. **Implementation**

The new leadership structure took effect from the 1<sup>st</sup> November 2016.

On the 18<sup>th</sup> October 2106 a ‘designate’ appointment was made to the role of Head of Education and Learning by the Appointments Committee. This appointment was ratified by full Council on 8<sup>th</sup> December.

An appointment to the vacant Head of Children’s Social Care will be made by the Appointments Committee in March 2017.

#### 5. **Cost**

The changes to the management portfolio and reporting arrangements did require amendments to job descriptions for the majority of the leadership posts. However, the changes only resulted in an increase in grade for the Head of Economy, Enterprise and Skills. All other posts were unchanged. The impact of this has resulted in the leadership structure changes being broadly costs neutral.

**Phil Norrey**  
**Chief Executive**

**[Electoral Divisions: All]**

Local Government Act 1972: List of Background Papers

None

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**Appendix 1 – Structure Chart for the Leadership Group**

