

**Agenda Item No.3 (b)**

**Derbyshire County Council**

**Cabinet Member for Council Services**

**16th February 2017**

**Report of the Strategic Director of Corporate Resources**

**ORGANISATIONAL REVIEW OF THE COUNCIL'S SENIOR  
MANAGEMENT STRUCTURE – NEXT PHASE OF IMPLEMENTATION IN  
CORPORATE RESOURCES (Finance and ICT)**

**1 Purpose of the Report** To seek approval, as part of the Council's four year programme to reduce senior management costs, to establish the new post of Head of ICT and to re-designate Transformation Services as ICT Services.

**2 Information and Analysis** On 11<sup>th</sup> October 2016, Cabinet approved the report 'Organisational Review of the Council's Senior Management Structure – Update and Next Steps'. This set out proposals to restructure and reduce the costs of senior management in the Corporate Resources Department across three of its key functions – Finance, HR and Transformation (ICT) and followed on from a series of other reports in cutting the numbers of posts at a senior level.

Cabinet agreed to delete the posts of Director of Finance, Director of Transformation and Director of HR, as well as the related Deputy Director posts. Three new posts were established, subject to the approval of the Cabinet Member for Council Services, – Director of Finance and ICT, Head of ICT and Senior HR Service Partner, with the duties of the deleted posts being redistributed between the new posts and reallocated as part of the wider restructure.

This report is seeking approval to establish the new post of Head of ICT.

A job description for the new post has been independently evaluated by Hay at Grade 17. This post will take responsibility for the operational leadership of ICT and will report to the Director of Finance and ICT. Following appointment to this post and to the post of Director of Finance and ICT, further restructuring will be necessary within the department which will be the subject of a future report.

It is also proposed that the Transformation Service be re-designated as ICT Services. This is to reflect the renewed emphasis within the Council on the importance of ICT to its operations and a recognition of the priority given to this service.

**3 Financial Considerations** The cost of this post for a full financial year will be £100,821 including on costs. This is funded by the deletion of the Director and Deputy Director of Transformation posts, delivering a net saving of £101,017 with this balance contributing to departmental savings targets

**4 Human Resources Considerations** The new post will be advertised and recruited to in line with Council policy.

**5 Other Considerations** In preparing this report the relevance of the following factors has been considered: social value, legal and human rights, prevention of crime and disorder, equality of opportunity, environmental, health, property and transport considerations.

**6 Key Decision No.**

**7 Call-in** Is it required that call-in be waived in respect of the decisions proposed in the report? No.

**8 Officer Recommendation** 1) That the Cabinet Member approves the establishment of the post of Head of ICT

2) That the Cabinet Member agrees to the Transformation Service being re-designated ICT Services.

**Judith Greenhalgh**  
**STRATEGIC DIRECTOR CORPORATE RESOURCES**