

AGENDA ITEM NO:

PUBLIC

DERBYSHIRE COUNTY COUNCIL

**CABINET MEMBER MEETING
COUNCIL SERVICES**

17 April 2014

Report of the Director of HR

ASSISTANT DIRECTOR (TRADED SERVICES)

1. Purpose of the Report

For the Cabinet Member to agree the establishment of a temporary Assistant Director (Traded Services) grade 16 (£55443 to £60494).

2. Information and Analysis

In recognition of the increasing importance of trading with external organisations, particularly with schools but not exclusively, it is proposed that a new role of Assistant Director (Traded Services) is established for an initial period of two years.

The Chief Executive's report to Cabinet on 12 November 2013 in relation to the senior corporate management structure established the principle that new posts may be established on a self-financing basis in the future. This post is another example and is anticipated to become self-financing within the two year period on the basis of generating additional income from external organisations and schools.

It is estimated that the Council generates in excess of £60m income per annum from trading with schools, particularly within Corporate Resources and Children and Younger Adults Departments. Any reduction in this income would have a significant impact on both departments' budgets and consequently the employees.

However, providing corporate traded services to public sector organisations, eg district and parish councils and schools, provides an opportunity to maintain and increase income to protect council services. Whilst the Council has traded successfully with others and schools, this has not always been co-ordinated effectively and with no single point of

contact. This new post would provide a single point of contact and focus on ensuring that the Council presents a corporate, coherent and cohesive offer to other organisations and schools wishing to purchase support and other services from the Council. A key element of the role will be to review existing charging frameworks, marketing material and “customer” relations.

The corporate governance arrangements will be developed in due course with CMT acting as the trading board. The employing department will be determined in discussion between the Strategic Director, Corporate Resources and Strategic Director, Children and Younger Adults.

3. Financial Considerations

The cost of the post will initially be met from existing salary budgets and as detailed above, will work toward being self-financing by the end of the two year period.

4. HR Considerations

The post has been evaluated in accordance with the Hay job evaluation scheme at grade 16. Appointment to the post will be in accordance with the Council’s Recruitment and Selection Guidelines.

5. Other Considerations

In preparing this report the relevance of the following factors has been considered: legal, prevention of crime and disorder, equality and diversity, 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’S RECOMMENDATION

That the Cabinet Member agrees to:-

- (i) The establishment of a temporary post of Assistant Director, Traded Services at grade 16.

- (ii) The post will be established for an initial two year period subject to review on the basis of becoming self-financing within this period.

TONI COMPAI
DIRECTOR OF HR