

DERBYSHIRE COUNTY COUNCIL

CABINET

7 December 2017

Report of the Strategic Director, Commissioning, Communities and Policy

ESTABLISHMENT OF THE COMMISSIONING, COMMUNITIES AND POLICY DEPARTMENT'S SENIOR MANAGEMENT STRUCTURE

(Council Services)

1. Purpose of the Report

To seek Cabinet approval for the establishment of the Commissioning, Communities and Policy Department's senior management structure.

2. Information and Analysis

At the Council meeting on 26 July 2017, the senior management restructure was approved and as a consequence a new Department for Commissioning, Communities and Policy was created, led by a new Strategic Director post. This new role takes responsibility for the former Corporate Resources Department, the Chief Executive's Office and for Libraries, Heritage, Arts, Community Safety and Trading Standards services.

The new Strategic Director, Commissioning, Communities and Policy took up post on 25 September 2017 and over a period of weeks the functions set out above transferred to the new Department, with the final services transferring on 6 November 2017; **Appendix 1** details the current structure.

It is now necessary to establish a new senior management structure for the Commissioning, Communities and Policy Department to rationalise the number of direct reports to the Strategic Director, which is currently eleven. Consideration has been given to all posts in the combined structures and existing responsibilities have been taken into account. It is proposed that some of the transferred functions report to Director positions rather than to the Strategic Director.

Subject to approval, the new structure will take effect from 1 January 2018.

The proposed Senior Management structure can be found at **Appendix 2** and will comprise the Strategic Director and five direct reports.

The following posts will be part of the new senior management structure with no changes to existing portfolios and responsibilities.

- Director of Finance and ICT
- Director of Property Services

It is proposed to add additional responsibilities to the following posts which will also be part of the new Senior Management Team;

- Director of Legal Services – In addition to existing responsibilities this post will also take responsibility for the secretariat functions across the Council.
- Service Director Communities – In addition to existing responsibilities this post will also take on the responsibility for Trading Standards. The post will also be redesignated as Director of Community Services
- the temporary role of Senior HR Service Partner be replaced by a new post of Director of Organisation Development and Policy and in addition to the existing responsibilities of the temporary position this post will also be the strategic lead for HR and manage the Policy and Performance function, the Communications Team and Call Derbyshire.

Further consideration will be given to whether structures beneath the senior management team roles require adjustment and any proposed changes will be subject to a further report to Cabinet.

3. Financial Considerations

The costs associated with the new structure described above are as follows and can be met from the current revenue budget:

Post	Grade	Minimum £	Maximum £
Deletion of Senior HR Service Partner post	17	75,439	82,984
Creation of Director of OD and Policy post	18	86,437	95,082
Additional cost		10,998	12,098
On costs at 23.81%		2,619	2,880
Total Cost		13,617	14,978

4. Human Resources Considerations

The proposed structure is consistent with the Council's organisational design principles and the grading of the posts of Director of Organisation Development and Policy and Community Services have been confirmed using the HAY job evaluation scheme.

Recruitment to the post of Director of Organisation Development and Policy will be undertaken in accordance with the Council's recruitment and selection procedure and the temporary Senior HR Service Partner will act up into this role until a permanent appointment is made.

Informal consultation has already taken place with affected employees and trade unions and formal consultation will take place subject to approval of this report.

5. Other Considerations

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

6. Background Papers

Council Report 26 July 2017

7. Key Decision

No

8. Is it required that the Call-in period be waived in respect of the decisions being proposed within this report?

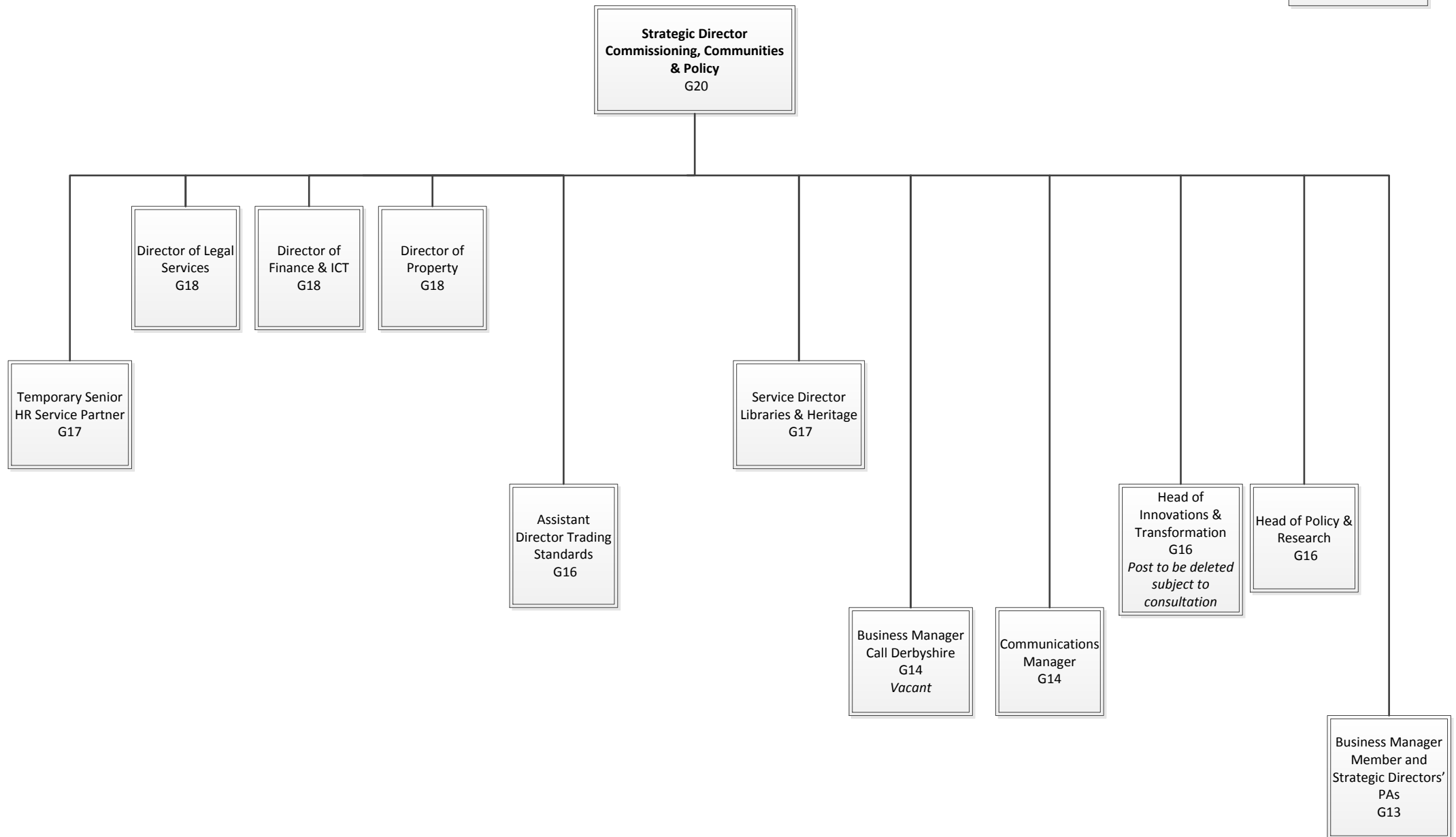
No

9. Officer's Recommendation

That Cabinet approve the:

- new senior management structure for the Commissioning, Communities and Policy Department; and
- the establishment of the post of Director of Organisation Development and Policy.

Emma Alexander
Strategic Director Commissioning, Communities and Policy



Commissioning, Communities and Policy proposed at 1 January 2018

