

Report to:	CHIEF OFFICERS EMPLOYMENT COMMITTEE
Relevant Officer:	Neil Jack, Chief Executive
Relevant Cabinet Member	Councillor Simon Blackburn, Leader of the Council
Date of Meeting:	20 September 2017

REVIEW OF CHIEF OFFICER POSTS

1.0 Purpose of the report:

1.1 The purpose of this report is to:

- approve the deletion of the post of Deputy Director of Children’s Services
- approve the creation of the post of Director of Strategy and Delivery and agree the appointment process to that post.

2.0 Recommendation(s):

2.1 To agree the deletion of the post of Deputy Director of Children’s Services.

2.2 To agree the creation of the post of Director of Strategy and Delivery as a Chief Officer post – see Appendix 3(a) for Job Description.

2.3 To agree that the Chief Executive as Head of Paid Service is authorised to offer Antony Lockley (Strategic Head of Growing Places) the appointment to this post on a ‘slot in’ basis. This is in line with Council Policy and Procedures and within the Council’s current allocated budgets.

2.4 To authorise the Chief Executive to determine the pay grade of the post following feedback from the HAY job evaluation.

3.0 Reasons for recommendation(s):

3.1 There is no longer a need for two Chief Officer posts within Children’s Services given that the post of Director of People, which was responsible for Adults and Children’s Services (Delyth Curtis) was deleted from the structure and replaced by the post of Director of Children’s Services (Diane Booth).

3.2 The current Strategic Head of Growing Places has capacity to undertake additional duties, which will strengthen the support to the Council, wholly-owned Companies, Elected Members and the Chief Executive in the development and achievement of the Council's vision and priority outcomes. The need for a senior/ Chief Officer lead in the Council for working with the wholly-owned companies is also mentioned in the report to Council (Relationship with Companies) on the proposed formation of the Shareholder's Advisory Board.

3.3 These additional duties will require the re-designation of the post to Director of Strategy and Delivery and a formal job evaluation process.

3.4 Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

3.5 Is the recommendation in accordance with the Council's approved budget? Yes

4.0 Council Priority:

4.1 The post holder will significantly impact both Council priorities.

5.0 Deletion of the post of Deputy Director of Children's Services

5.1 This post was created to support the post of Director of People, which had responsibility for both Children's and Adults Services.

5.2 Following the resignation of the Director of People (Delyth Curtis) that post was deleted from the structure and replaced by the post of Director of Children's Services (Diane Booth). It was also agreed that Adult Services would then be directly managed by the Director of Adult Services (Karen Smith).

5.3 As a result of these changes there is no longer a need for two Chief Officer posts within Children's Services.

5.4 There is however a need to strengthen and boost Corporate capacity in order to innovate and transform services Council wide with a particular emphasis on those that require improvement such as Children's Services. The creation of the post of Director of Strategy and Delivery will drive the transformation agenda working alongside other Chief Officers.

5.5 These changes will not increase the overall number of Chief Officers, but will realign resources where they are most effective.

6.0 Context for the 'slot in' arrangements

6.1 On 1 February 2016, Antony Lockley was appointed to the role of Strategic Head of Growing Places. The purpose of the role was to:

- Lead and co-ordinate the work of the Planning, Housing, Transport and Strategic Economic Investment functions and to lead on securing resources to deliver this as part of the strategic development of Blackpool.
- Lead and co-ordinate the Council's interface and input into key sub-regional governance arrangements, including the Lancashire Enterprise Partnership and the Shadow Lancashire Combined Authority and in so doing support the Leader, Chief Executive and Director of Place as well as other relevant cabinet members.

6.2 Since the appointment a number of factors have created capacity within the Strategic Head of Growing Places role including:

- Changes to the Government Agenda on devolution.
- Change of direction on the plans for a Lancashire Combined Authority.
- Greater integration and closer working between the Blackpool Housing Company, Blackpool Coastal Housing and the Council in support of the delivery of the Housing Strategy.
- Appointment of a very experienced and highly skilled programme Director within the Enterprise and Growth team on 6 February 2017.

6.3 Antony's experience and background will make him an excellent appointment and will enable him to offer strategic oversight and management of the Delivery Unit in support of the achievement of the Council Plan and Priorities. The post would also be imperative in providing the oversight with regard to the two Council priorities and making sure, they are effectively intertwined.

6.4 Antony's appointment to the role will provide additional capacity for the Chief Executive, which will enable him to provide even greater support and focus to the current challenges within Children's Services. The post would also lead on the Council's response to Brexit.

6.5 With regards to salary and grading of the post this will be determined through a formal job evaluation process using HAY methodology.

Does the information submitted include any exempt information?

No

List of Appendices:

Appendix 3(a) – Job Description Director of Strategy and Delivery.

7.0 Legal considerations:

7.1 None.

8.0 Human Resources considerations:

8.1 Due process has been applied and the Council's Human Resources policies have been adhered to with regards to these issues. The Chief Executive has the responsibility for allocating work areas to Directors and the Council has the responsibility (via this Committee) for agreeing Chief Officer appointments.

9.0 Equalities considerations:

9.1 The changes to the chief officer structure of the organisation have little impact on the workforce profile, as the numbers are very small.

10.0 Financial considerations:

10.1 These proposals will be put in place within the current budget arrangements.

11.0 Risk management considerations:

11.1 None.

12.0 Ethical considerations:

12.1 None.