

Report to:	Chief Officers Employment Committee
Relevant Officer:	Neil Jack, Chief Executive
Relevant Cabinet Member	Councillor Blackburn, Leader of the Council
Date of Decision/ Meeting	25 th February 2015

CHIEF OFFICER STRUCTURE REVIEW

1.0 Purpose of the report:

1.1 The Committee is asked to approve the commissioning of the Hay Group to assist the Chief Executive in a review of the Chief Officer structure. This follows the resignation of the former Director of Children's Services and the implementation of a temporary structure which this committee approved and is in place until August 2015. This review will assist the Authority to determine an appropriate permanent senior management structure which meets the future needs of the Council.

2.0 Recommendation(s):

2.1 To authorise the Chief Executive to commission the Hay Group to assist him in an evaluation of the authority's senior management structural arrangements.

2.2 To note that a paper will be presented to the Chief Officer Employment Committee in June regarding the outcome of the review.

3.0 Reasons for recommendation(s):

3.1 To ensure that there is a permanent structure in place following the end of the temporary arrangements agreed by this Committee in July 2014.

3.2a Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

3.2b Is the recommendation in accordance with the Council's approved budget? Yes

3.3 Other alternative options to be considered:

To not undertake a review, however this will leave temporary arrangements in place with an end date of August 2015. A review commenced now will enable a permanent structure to be in place when the temporary arrangements finish.

4.0 Council Priority:

4.1 The relevant Council Priority is "Deliver quality services through a professional, well-rewarded and motivated workforce."

5.0 Background Information

5.1 The Chief Officer Employment Committee met in June 2014 and was informed that the Chief Executive had reviewed the directorate structure to reduce costs whilst still delivering effective services. This had been achieved by the secondment of one of the Council's chief officers to Blackpool Coastal Housing. That secondment is due for review this April.

5.2 In July 2014, a further report was taken to the Chief Officer Employment Committee which outlined temporary arrangements to the senior management structure which were to be put in place until August 2015, following the resignation of the former Director of Children's Services.

5.3 It is important that the Council establishes a sustainable senior management structure for the organisation that is fit for purpose and allows it to attract and retain excellent senior management to drive the organisation forward through these challenging times whilst at the same time is cognisant of the difficult financial climate faced by the public sector. The Hay Group has undertaken work with the Council before in relation to the Chief Officer core and has prior knowledge to assist its representatives with this work, in supporting the Chief Executive. The Chief Executive is therefore of the opinion that these specialist services can only be obtained from a sole supplier and there would be no benefit to the Council in seeking bids for this work.

Does the information submitted include any exempt information?

No

List of Appendices: None

6.0 Legal considerations:

6.1 The Council has to have in place a number of statutory officer positions including a statutory Director of Children's Services (under the Children's Act 2004) and a statutory Director of Adult Services (under the Local Authority Social Services Act 1970, as amended). These arrangements are currently temporary and it is prudent to have a permanent structure in place to reassure such inspection agencies as Ofsted and the Care Quality Commission.

6.2 The Director of Children's Services is responsible for the performance of local authority functions relating to the education and social care of children and young people. The Director is also held to account for the effective working of Children's Safeguarding Board by the Chief Executive and challenged where appropriate by the designated Lead Member. The Director of Adult Services also has a similar role to play with regard to protecting adults. The Adult Safeguarding Board will also become a statutory body from 1st April this year. Permanent appointments in these positions will help their statutory roles to become embedded within the organisation and provide assurance to the Safeguarding Boards and external agencies.

7.0 Human Resources considerations:

7.1 The Chief Officer who is seconded to Blackpool Coastal Housing and the two Chief Officers who are acting as the statutory Director of Children's Services and the statutory Director of Adult Services are the ones occupying temporary positions.

8.0 Equalities considerations:

8.1 Equal Pay considerations are at the heart of all processes connected with structures, responsibility and pay grade. This review process by an organisation who are well established for their gender bias free pay evaluation model is recommended as a means of ensuring that all proposals in this regard are free of gender bias.

9.0 Financial considerations:

9.1 If this report is agreed, then Hay will work to the Chief Executive and be asked to consult with all Chief Officers as part of this process in order to take cognisance of their views. The work to be undertaken by the Hay Group has not been finally scoped out but will be no more than £10,000 and can be met from existing budgets.

10.0 Risk management considerations:

10.1 The continuation of temporary arrangements will add uncertainty to the Council and its stakeholders such as Ofsted, the Care Quality Commission and the Department for Education. To commence a review of the structure now will enable a smooth transition to a permanent structure, when the temporary arrangements end.

11.0 Ethical considerations:

11.1 The Council's values of 'accountability' and 'delivering quality services' are key in regard to ensuring that the top level of the officer core is fit for purpose and accountable for their actions, in particular those with statutory responsibilities.

12.0 Internal/ External Consultation undertaken:

12.1 No consultation has taken place at the moment but if this report is approved, the process will involve representatives from the Hay Group consulting with relevant parties and reporting back to the Chief Executive.

13.0 Background papers:

13.1 None.