

COUNCIL MEETING – 22ND JUNE 2021

PROPOSED SENIOR MANAGEMENT RESTRUCTURE

RECOMMENDATION

That Council

- 1. approve the adoption of the Senior Management Structure at Appendix 1 to the report;**
- 2. approve the deletion of the Executive Director People and the Strategic Director Adult Social Care and Health roles and the creation of 2 new posts: the Executive Director of Children’s Services and the Executive Director of Adults, Health and Integration (Appendix 2) which include the statutory responsibilities of the Director of Children’s Services and Director of Adults Social Services;**
- 3. approve the salaries in respect of the Executive Director of Children’s Services and the Executive Director of Adults, Health and Integration which will be in excess of £100,000 (up to £136,313 / Grade CX2); and**
- 4. delegate all constitutional changes, including the scheme of delegation, to the Monitoring Officer.**

Extract from the Minutes of the Corporate Policy Committee on 8th June 2021

9 PROPOSED SENIOR MANAGEMENT RESTRUCTURE

The Committee considered a report which outlined the final proposals for the senior management structure following formal staff consultation. Approval was sought from the Committee to recommend these changes to full Council.

Draft proposals had been approved by the Staffing Committee on 22nd April 2021 and approval was given to undertake formal consultation with the affected staff. The outcome of the consultation was detailed in the report. The final proposed changes to the senior management structure had now been formulated, together with a timeline for the proposed recruitment process.

The Corporate Policy Committee noted that within the Corporate Services Directorate, the repositioning of the currently vacant Director of Transformation to the Director of Policy and Change had also been undertaken. The arrangements for the recruitment to that post were set out in the report.

The Corporate Policy Committee was also informed of the resignation of the Executive Director Place and agreed to recruit on a like-for-like basis on the same timescale as the other three senior posts.

RESOLVED

That the Committee

1. recommends to full Council the adoption of the Senior Management Structure at Appendix 1 to the report;
2. recommends to full Council the deletion of the Executive Director People and the Strategic Director Adult Social Care and Health roles and the creation of 2 new posts: the Executive Director of Children's Services and the Executive Director of Adults, Health and Integration (Appendix 2) which include the statutory responsibilities of the Director of Children's Services and Director of Adults Social Services;
3. recommends to full Council the salaries in respect of the Executive Director of Children's Services and the Executive Director of Adults, Health and Integration which will be in excess of £100,000 (up to £136,313 / Grade CX2);
4. recommends to full Council that it delegate all constitutional changes, including the scheme of delegation, to the Monitoring Officer;
5. notes the summary of the consultation and progress since the Staffing Committee meeting on 22nd April 2021;
6. notes that following a formal procurement exercise, Tile Hill Executive Recruitment has been appointed as the executive search partner for the recruitment and selection processes;
7. notes the timeline for the recruitment and selection process, subject to approval by full Council; and
8. agrees to recruit to the post of Executive Director Place on a like-for-like basis on the same timescale as the other three senior posts referred to in the report.