

## Report of the Chief Executive

### Senior Management Structure

#### 1. Purpose of Report

Following the recent appointment of the permanent Chief Executive and the interim Directors, this report recommends the current interim management structure being made permanent. The report also recommends the next steps in appointing permanently to the four interim Chief Officer posts, namely the Deputy Chief Executive and Section 151 Officer; the Director of Housing, Environmental Health and Communities; the Director of Environment and Leisure; and the Director of Planning and Economic Development. The senior management structure aligns with the Council's objectives, key priorities and outcomes, ensures that the Council continues to deliver its agreed Corporate Plan and meet the demands of local government reorganisation.

#### 2. Recommendation

**Cabinet is asked to RESOLVE that:**

- 1. The permanent senior management structure, as outlined in Appendix 1 be approved.**
- 2. The Chief Executive's recommendation to convene a Chief Officers Appointment Committee to agree the process for making permanent appointments to the four interim Chief Officer posts be approved.**

**Cabinet is asked to NOTE that:**

- 1. Following the approval of the interim senior management structure, the use of the Chief Executives delegation powers to re-allocate the delegated powers to the newly appointed interim Directors. Appendices 2, 3 and 4 reflect the new delegations.**

#### 3. Detail

Following the recent appointment of the new permanent Chief Executive and interim Directors, it important for organisational continuity and stability that the interim senior management structure is now made permanent. The permanent management structure will ensure that the Council can effectively:

- Continue to the deliver the approved Corporate Plan.
- Meet the expected demands of local government reorganisation.
- Respond appropriately to the outcomes of the Regulator for Social Housing inspection.
- Deliver its ambitious capital investment programme.

Further details of the permanent management structure are shown in the **Appendix 1**. The new management structure ensures that there are clear lines of responsibility, accountability and communication to deliver the Council's objectives during a period of change.

To agree the process for appointing the four senior interim Chief Officer posts on a permanent basis, the Chief Executive recommends convening a Chief Officers Appointment Committee, so that the most appropriate appointment process can be agreed.

In order to meet essential service delivery and priorities, the interim Directors are presenting separate Cabinet reports with departmental staffing proposals for consideration.

#### 4. Key Decision

This report is not a key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

#### 5. Updates from Scrutiny

Not applicable.

#### 6. Financial Implications

The comments from the Interim Deputy Chief Executive and Section 151 Officer were as follows:

The earlier deletion of the vacant Executive Director (S1) post from the establishment has saved £141,850 including oncosts based upon in 2026/27 budgets. It is proposed that the backfilling of all posts and the creation of new posts will be contained within this budget envelope, thereby creating a potential budget saving for the General Fund and the Housing Revenue Account.

#### 7. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

In accordance with the Council's Constitution Chapter 3 part 1: Transfer of Functions

5.1 Where the name of a post is changed, or its relevant functions become vested in a different post, any delegated powers possessed by the post shall be retained by the renamed post or transferred to the different post as the case may be. This includes any delegated powers vested in a post by resolution of the Council, the Cabinet, or a Committee/Sub Committee.

5.2 In the event of a restructure the Chief Executive shall have authority to re-allocate the delegated powers to other posts and shall give notice of this to the

Monitoring Officer. Any use of this delegated power must be reported to Cabinet as soon as practicable.

#### 8. Human Resources Implications

The comments from the Human Resources Manager were as follows:

HR support the proposals.

Any new roles must be advertised in accordance with the Council's Recruitment Policy:

Normally all permanent vacancies are advertised externally and internally. Where however, it is considered appropriate, a position may be advertised for internal applicants only.

Where a job is to be advertised for internal applicants only, the unions must be consulted by the Manager or HR prior to the advert being placed, and one of the following conditions must apply:

- The restructuring of a Directorate;
- The redeployment of employees (i.e. ill health, redundancy);
- Another employee (temporary or permanent) has effectively covered the post for a considerable period of time and the necessary trade union consideration has been given to the circumstances;
- The appointment can be filled directly and the unions have been contacted and are in agreement.

Occasionally it may be decided to 'ring-fence' posts for a specific reason. These may include:

- Internal promotion opportunities when the specific skills and experience are available within a department
- In the situation where an employee is facing the possibility of redundancy or redeployment
- When the post is ring-fenced to a specific group of employees in order to make savings by deleting the successful candidate's post

GMT must be consulted in relation to ring-fencing requests.

The Council's Redundancy/Reorganisation Policy states the following:

Where a post in the new structure is fundamentally the same as the existing post and where there is just one employee for the job, then the Head of Service should slot in the employee automatically (assimilate them to the new post), without the need for an interview.

For slotting to take place, the post has to be fundamentally the same. There

is no agreed specific criteria for this and it will be a matter of judgement by the Head of Service in consultation with the Head of HR whether the post is fundamentally the same taking account the range and scope of accountabilities and context in which the post operates. This will usually be outlined during the consultation phase of any proposed changes.

Where the Council creates a different structure with different jobs, or where there is a reduction in the number of jobs in the new structure, there will normally be a ring-fence and initially only those employees currently employed in the service affected can apply for identified posts.

For the recruitment and appointment of Assistant Directors and above, the Council will use a Member Appointment Panel.

Any new roles or substantively changed roles as part of any restructure will be subjected to job evaluation, with the job descriptions and persons specifications for any new role at Head of Service level requiring external job evaluation through the Kornferry Hay scheme in accordance with Policy.

9. Union Comments

The Union comments were as follows:

We have no issues regards the attached structure other than we have reviewed the proposal and are satisfied with the outcomes.

10. Climate Change Implications

Not applicable.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information although there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As there is no change to policy an equality impact assessment is not required.

13. Background Papers

Nil.