



Derby City Council

## **PERSONNEL COMMITTEE 2 November 2017**

Report of the Chief Executive

# **ITEM 7**

### **Strategic Director of Corporate Resources Post**

#### **SUMMARY**

- 1.1 The Chief Executive has reviewed the current senior management capacity and structure, having considered the strategic priorities of the Council and its senior management team, and following the external auditor's public interest report. The Chief Executive has proposed that additional capacity is needed at a senior level, including the requirement for a Strategic Director of Corporate Resources.
- 1.2 A proposal to restructure tiers 1- 3 of senior management, Strategic Directors to Head of Service, which will provide additional capacity and resilience, is being developed for consultation. In the meantime, there is a need to establish and recruit to a Strategic Director of Corporate Resources post.

#### **RECOMMENDATIONS**

- 2.1 To approve the establishment of the post of Strategic Director of Corporate Resources, for immediate recruitment.
- 2.2 To agree that the statutory role of S151 officer will be held by the Strategic Director of Corporate Resources.

#### **REASONS FOR RECOMMENDATIONS**

- 3.1 To provide additional strategic capacity and assurance to the Council's senior management team to better deliver the Council's priorities.

#### **SUPPORTING INFORMATION**

- 4.1 Section 151 of the Local Government Act 1972 requires local authorities to make arrangements for the proper administration of their financial affairs and appoint a Chief Financial Officer to have responsibility for those

arrangements.

- 4.2 The statutory S151 role is currently held by the Interim Director of Finance, who is due to leave the Council at the end of 2017. It is proposed that the statutory S151 role will be held by the newly-created role of Strategic Director of Corporate Resources.
- 4.3 The new role will have strategic responsibility for a range of services, each led by a Service Director. Whilst the specific details of the proposed structure are still to be consulted upon with potentially affected staff, it is anticipated that these services may include Finance and Accountancy, HR, Legal and Assurance, Digital and Customer Services and also Property Services.
- 4.4 The recruitment to the post will be carried out in line with the process for recruiting Chief Officers, and will be facilitated by the HR service.

<b>OTHER OPTIONS CONSIDERED</b>
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- 5.1 Do nothing. This is not considered to be a viable option due to the need to provide additional capacity and resilience for the Council's senior management team.

**This report has been approved by the following officers:**

<b>Legal officer</b> <b>Financial officer</b> <b>Human Resources officer</b> <b>Other(s)</b>	Janie Berry, Director of Governance and Monitoring Officer  Liz Moore, Head of Human Resources
<b>For more information contact:</b>  <b>List of appendices:</b>	Liz Moore, Head of Human Resources <a href="mailto:liz.moore@derby.gov.uk">liz.moore@derby.gov.uk</a> 01332 643730  Appendix 1: Implications

<b>IMPLICATIONS</b>
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**Financial and Value for Money**

- 1.1 The maximum cost of establishing a new post of Strategic Director of Corporate Resources is £155238, and this will be funded from existing resources.

**Legal**

- 2.1 Section 151 of the Local Government Act 1972 requires local authorities to make arrangements for the proper administration of their financial affairs and appoint a Chief Financial Officer to have responsibility for those arrangements. This function is currently carried out by an interim Director of Finance. The new role of Strategic Director of Corporate Resources would assume the statutory role.

**Personnel**

- 3.1 The recruitment process to the newly established role would be in line with the Council's process for the recruitment of Chief Officers.

**IT**

- 4.1 None directly arising from this report.

**Equalities Impact**

- 5.1 None directly arising from this report.

**Health and Safety**

- 6.1 None directly arising from this report.

**Environmental Sustainability**

- 7.1 None directly arising from this report.

**Property and Asset Management**

- 8.1 None directly arising from this report.

## **Risk Management**

- 9.1 Increasing the senior management team capacity would provide greater resilience at the senior officer level and should contribute positively to risk management.

## **Corporate Objectives and Priorities for Change**

- 10.1 A modern, flexible and resilient workforce.