

Report sponsor: Strategic Director of Corporate Resources
Report author: Recruitment Manager

Establishment of the post of Director of Financial Services (Deputy S151 Officer)

Purpose

- 1.1 Phase 1 of the Senior Management restructure which was reported to Personnel Committee in February 2018 approved the recruitment to the post of Strategic Director of Corporate Resources which was appointed to on an interim basis.
- 1.2 This phase saw the alignment of all the services from the previous Organisation and Governance Directorate and some services from Communities and Place within the new Corporate Resources Directorate.
- 1.3 Phase 1 of the restructure has seen the successful recruitment to the permanent posts of Director of Human Resources and Organisation Development and Director of Digital and Customer Services together with the Director of Property Services and Director of Legal, Procurement and Democratic Services both being filled on an interim basis
- 1.4 This report summarises the proposals to establish a post of Director of Financial Services and seeks the approval of Personnel Committee to agree to the recruitment to the position.

Recommendation

- 2.1 To agree to the permanent establishment and recruitment to the position of Director of Financial Services. This post holder will also act as the Deputy Section 151 Officer in support of the Strategic Director of Corporate Resources.

Reasons

- 3.1 Phase 2 of the senior management restructure provides additional capacity and assurance to the Council's senior management team to better deliver the Council's priorities and meet the needs of a modernising organisation
- 3.2 Establishing the permanent post of Director of Financial Services will bring enhanced professional capacity to advise and challenge as appropriate on complex corporate, financial and strategic issues across all service areas at an important time for the Council.

Supporting information

- 4.1 The Council is continuing to deal with a period of unprecedented change and a revised senior management structure is needed across tiers 1 to 3 that is robust and resilient enough to take forward the challenges the Council is facing and will continue to face over the next few years.
- 4.2 This new role will have responsibility for Finance (Accountancy) as well as the Revenues, Benefits and Exchequer Services of the Council. It is also proposed that the responsibility for the Council's Business Support function will be under the leadership of this role. This will provide the opportunity for greater integrated working between these key financial functions of the Council. The new Service Director post will also hold the role of Deputy S151 Officer, to greater strengthen capacity and governance in relation to the Council's finances and financial management.

Public/stakeholder engagement

- 5.1 Group consultation on the proposed changes to the management structure began on 10 January 2019.
- 5.2 This consultation period ended on 24 January 2019 and comments and feedback were considered on 1 February 2019.

Other options

- 6.1 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 structure.

Financial and value for money issues

- 7.1 Implementation of Phase 1 of the Senior Management Restructure, and this subsequent proposal has come about because of the need to embed a structure that will facilitate and encourage forward thinking and offer resilience, and which will support the Council to achieve its objectives and future business needs as it evolves. The cost of this post will be contained within current budgets.

Legal implications

- 8.1 S151 of the Local Government Act 1972 requires that "... every local authority shall make arrangements for the proper administration of their financial affairs and shall secure that one of their officers has responsibility for the administration of those affairs."

While there doesn't seem to be a statutory requirement for a deputy, having one in an organisation this size would be prudent.

Other significant implications

- 9.1 The restructure proposal and consultation process has been carried out in line with the Council's Consultation, Restructuring and Redundancy process. The Council's process will continue to be followed for the implementation stage. If any newly established roles are to be externally advertised the Council's recruitment process will be followed.

This report has been approved by the following people:

Role	Name	Date of sign-off
Legal	Paul McMahon, Principal Lawyer	
Finance	Toni Nash, Head of Finance, Corporate Resources	
Service Director(s)		
Report sponsor	Don McLure, Strategic Director of Corporate Resources	
Other(s)	Liz Moore, Head of HR	

Background papers:	None
List of appendices:	None