



DERBY CITY COUNCIL

COUNCIL
14 SEPTEMBER 2005

DOCUMENT 13

Report of Councillor Roberts and the Chief Executive

Review of Departmental Structures 2005

RECOMMENDATION

1. Councillor Roberts recommends Council to ...
 1. Create an Appointments Panel to appoint a Director of Children's Services comprising Councillors Williamson, Roberts, Wynn and a nominee from each of the Conservative and Liberal Democrat Groups, and to amend the Constitution accordingly.
 2. Delegate to the Appointments Panel the determination of the job description and salary level of the new post.
 3. Agree that a report on the management structure of the Council be made to the November meeting of the Council.

SUPPORTING INFORMATION

- 2.1 The IDeA report, "Towards a new corporate management team structure", recommended that the Council moved to a five strategic director option. It was initially considered that an interim move to a six director model before finally moving to the five director model might be a stepped way forward. The six director model was put forward following discussions with the former administration.
- 2.2 It is now clear that, in the light of some of the feedback and additional information required by the new administration, we need to undertake further work. It is intended that the further work and the necessary consultation will take place to enable the Council to consider a final structure at its November meeting.
- 2.3 However, the post of Director of Children's Services has not been fundamentally challenged and it is essential that we move forward to make an appointment to this post. It is proposed that there should be a recruitment process similar to the one adopted at the time the unitary council was created. This would result in the post being ring fenced to eligible candidates from the Council and its partners in Derby City Partnership.
- 2.4 Therefore, we need to set up an Appointments Panel for the post of Director of Children's Services. In addition to the normal powers delegated to the Panel, it should be charged with agreeing the final job description, appointments process and, subject to the agreement of the Leader of the Council and the Chief Executive, determine the salary level for the post.

For more information contact: Ray Cowlshaw 01332 255364 e-mail ray.cowlshaw@derby.gov.uk

Background papers:

List of appendices: Appendix 1 – Implications

IMPLICATIONS

Financial

1. The restructuring paper in November will contain a financial appraisal of the proposal. It is anticipated that the structure that emerges will show financial savings at Director level. The determination of the job description and salary level of the Director of Children's Services in advance of the main restructuring proposal will not cause undue problems.

Legal

- 2.1 It is a statutory requirement for the Council to appoint a Director of Children's Services.
- 2.2 The composition of Appointments Panels, shown on page 67 of the Constitution, will need to be amended to reflect the recent change in political control of the Council.

Personnel

3. Existing staff members have rights in the appointment process and are at risk of redundancy. The internal process suggested will help mitigate those risks.

Equalities impact

4. The restriction of applications for the post will afford some protection to the existing staff. If an appointment is not made through the internal process, the post will be advertised nationally.

Corporate objectives and priorities

5. The proposal furthers the Council's objectives of providing **a stimulating and high quality learning environment and healthy, safe and independent communities.**