



Derby City Council

PERSONNEL COMMITTEE
4 September 2018

ITEM 10

Report of the Strategic Director of Corporate Resources

Establishment of the post of Director of Legal, Procurement and Democratic Services

SUMMARY

- 1.1 Phase 1 of the Senior Management Restructure which was reported to Personnel Committee in November 2017 approved the recruitment to the post of Strategic Director of Corporate Resources which has now been appointed to on an interim basis.
- 1.2 This phase saw the alignment of all the services from the old Organisation and Governance 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 Organisational Development and Director of Digital and Customer Services, together with the Director of Property Services being filled on an interim basis for 12 months.
- 1.4 This report summarises the proposals to establish a post of Director of Legal, Procurement and Democratic 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 Director of Legal, Procurement and Democratic Services, which includes the statutory responsibilities of Monitoring Officer.

REASONS FOR RECOMMENDATION

- 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 Legal, Procurement and Democratic Services will bring enhanced professional capacity to lead, advise and challenge as appropriate on complex corporate, governance and strategic issues across all service areas at an important time for the Council.

SUPPORTING INFORMATION

- 4.1 Derby City Council continues to be in 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 expecting to face over the next few years.
- 4.2 This new role will have responsibility for the Legal and Democratic Services of the Council. The Electoral and Land Charges functions will also sit under the leadership of this role as will the Council's Procurement function. This will provide the opportunity for greater integrated working between Procurement and Contracting and Legal Services and increased governance around the Council's procurement approach. The new service director post will also hold the statutory role of Monitoring Officer.

OTHER OPTIONS CONSIDERED

- 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 structure.

This report has been approved by the following officers:

Legal officer Financial officer Human Resources officer Estates/Property officer Service Director(s) Other(s)	Paul McMahon, Principal Lawyer Toni Nash, Head of Finance, Corporate Resources Liz Moore, Head of HR - - -
For more information contact: Background papers: List of appendices:	Andrea Cauldwell 01332 643692 andrea.cauldwell@derby.gov.uk None Appendix 1 – Implications

IMPLICATIONS

Financial and Value for Money

- 1.1 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. As with Phase 1, the driver for this proposal is not to deliver savings. Costs will be contained within current budgets.

Legal

- 2.1 The Council is required (by the Local Government and Housing Act 1989, as amended by the Local Government Act 2000) to have a Monitoring Officer who must be an officer of the authority who has personal responsibility for the discharge of the corporate legal propriety functions in question. The role is usually performed by the Authority's senior lawyer.

Personnel

- 3.1 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.

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- 4.1 None arising directly from this report.

Equalities Impact

- 5.1 The restructure proposal and consultation process has been carried out in line with the Council's Consultation, Restructuring and Redundancy process.

Health and Safety

- 6.1 None arising directly from this report.

Environmental Sustainability

- 7.1 None arising directly from this report.

Property and Asset Management

- 8.1 None arising directly from this report.

Risk Management and Safeguarding

- 9.1 Increasing the senior management structure 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.