

ANGUS COUNCIL

ANGUS COUNCIL – 7 SEPTEMBER 2023

CORPORATE LEADERSHIP TEAM AND DIRECTORATE REDESIGN

REPORT BY MARGO WILLIAMSON, CHIEF EXECUTIVE

ABSTRACT

This report provides an update on changes being made to the Corporate Leadership Team and Directorate structures as a result of the retirement of the Director of Strategic Policy, Transformation and Public Sector Reform. Savings being made to contribute to the target within the Change Plan are also indicated.

1. RECOMMENDATIONS

It is recommended that Council:

- (i) notes the changes being made to the Corporate Leadership Team and Directorate structures within the Council following the retirement of the Director of Strategic Policy, Transformation and Public Sector Reform; and
- (ii) delegates authority to the Director of Legal & Democratic Services to update the scheme of governance of the Council, in particular the Scheme of Delegation to Officers to reflect the changes being made to the Corporate Leadership Team and Directorate structures as outlined in this report.

2. ALIGNMENT TO THE COUNCIL PLAN

- 2.1 This report supports the Council's priority to be efficient and effective by seeking to ensure that an opportunity is taken to streamline the Corporate Leadership Team and reallocate roles and functions currently within the Strategic Policy, Transformation and Public Sector Reform Directorate.

3. BACKGROUND

- 3.1 The Director of Strategic Policy, Transformation and Public Sector Reform (SP, T & PSR) has given notice of her intention to retire on 1 September 2023. In seeking to streamline the Corporate Leadership Team it has been decided not to replace the post of Director but to reallocate the roles and functions of that directorate to other directorates within the Council. This will result in a saving being made that will contribute towards the £2m target set against Organisational Design in the Finance & Change Plan.
- 3.2 In light of the announcement of the retirement of the Director it was agreed that from 1 June 2023, members of the Strategic Policy and Planning team in SP, T & PSR would be transferred to Vibrant Communities to undertake all the Council's functions related to community planning and supporting the Community Planning Partnership (CPP), external funding and support to community councils. This now requires review and provides an opportunity to consider the current partnerships supported through the CPP. The work that has been transferred will also be reviewed and the required structure of the team may change in line with the wider service re-design that is currently underway. Meanwhile the staff members that transferred are being line managed from within existing resources albeit this may not be sustainable in the longer term.

- 3.3 The Service Leader, Internal Audit, Manager, Risk Resilience and Safety and Manager, Communications will report directly to the Chief Executive with effect from 1 September 2023.
- 3.4 In order to determine the re-allocation of the remaining functions and staff within the remit of the current SP, T & PSR Directorate, a service review has been undertaken. All affected employees, stakeholders and relevant trade unions were consulted in the process of the review. The consultation period ended on 2 August 2023. All feedback was considered and changes to proposals made where it was felt appropriate. The agreed outcome of the review is described in paras 3.5 to 3.7. There is no requirement for any redundancy of any existing staff member who has a permanent employment contract and therefore implementation of the review outcome is now taking place.
- 3.5 The Service Leader, Governance and Change will transfer to the Legal and Democratic Directorate reporting to the Director of Legal & Democratic. The functions for Strategic Policy and Planning will be incorporated within this Service Leader role and it will be redesignated to Service Leader, Governance, Change & Strategic Policy. A new post of Manager, Strategic Policy, Planning & Performance will be established, funded through existing budget and reporting to the Service Leader Governance, Change & Strategic Policy along with the existing Manager, Change. A revised corporate Portfolio Management Office (PMO) to support and lead delivery of the change and transformation programme will also be developed. The Directorate name will be changed to Legal, Governance and Change. This will also be reflected in the Director's job title.
- 3.6 The Strategic Commissioning function which currently sits with the Service Leader, Governance & Change will transfer to sit under the remit of the Manager, Procurement & Commissioning. The vacant post of Team Leader/Senior Practitioner (Strategic Commissioning) will be advertised and a new post of Strategic Commissioning Officer will be created to report to the Team Leader/Senior Practitioner. This new post of Strategic Commissioning Officer will be a fixed-term post initially for 23 months.
- 3.7 Changes to job outlines have been made in line with the review outcome and a revised organogram for the Legal, Governance and Change Directorate is attached as Appendix 1.

4. FINANCIAL IMPLICATIONS

- 4.1 As the post of Director of Strategic Policy, Transformation and Reform will not be filled following the retirement of the postholder, a net saving of £84,450 will be made as a consequence of this position and the outcome from the service review. This saving is a contribution towards the 3 years' £2m target set against Organisational Design in the Finance & Change Plan and will apply in 2023/24 (part year effect) and 2024/25 (full year effect). A further £47,000 from not filling the post will be offset against the Directorate's 5% efficiency savings required in 2024/25.
- 4.2 The proposed fixed-term Strategic Commissioning Officer post is planned to be funded through the dedicated spend to save change funding set aside as part of the 5 years' Reserves Strategy approved as part of the 2023/24 budget process.

5. EQUALITY IMPACT ASSESSMENT

- 5.1 An Equality Impact Assessment has been completed and is attached as Appendix 2.

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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