

**REPORT TITLE: Update on Senior Management Structure**

<b>Meeting:</b>	<b>Personnel Committee</b>
<b>Date:</b>	<b>2 July 2024</b>
<b>Cabinet Member</b> (if applicable)	<b>Cllr Cathy Scott</b>
<b>Key Decision Eligible for Call In</b>	<b>No No</b>
<p><b>Purpose of Report</b>          To update Personnel Committee on recent appointments and pending changes to the senior management arrangements and to seek approval to convene associated recruitment panels.</p> <p>To confirm permanent arrangements following the absorption of Environment and Climate Change services into other directorates.</p>	
<p><b>Recommendations</b></p> <p>It is recommended that this Committee agrees to:</p> <ol style="list-style-type: none"> <li>1. Note the recent appointments of Service Director Finance (S151 Officer) and Service Director for Legal, Governance and Commissioning (Monitoring Officer)</li> <li>2. Confirm that the role of Strategic Director for Environment and Climate Change is deleted from the senior management structure and that the associated Joint Consultative Group (JCG) is disbanded with IR arrangements falling within new directorate arrangements</li> <li>3. Note job title changes for Strategic Directors to Executive Directors</li> <li>4. Commence permanent recruitment to Executive Director – Children and Families and Executive Director – Adults and Health which have statutory responsibilities to be carried out in accordance with the Council’s established and approved chief officer recruitment practices</li> <li>5. Convene member appointment panels to recruit to the roles as set out in above.</li> </ol>	
<p><b>Resource Implications:</b></p> <p>No additional resource implications</p>	
<b>Date signed off by <u>Strategic Director</u> &amp; name</b>	<b>Steve Mawson 24/6/24</b>
<b>Is it also signed off by the Service Director for Finance?</b>	<b>Kevin Mulvaney 18/6/24</b>

<b>Is it also signed off by the Service Director for Legal Governance and Commissioning?</b>	<b>Samantha Lawton 20/6/24</b>
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**Electoral wards affected: N/A**

**Ward councillors consulted: No**

**Public or private: Public**

**Has GDPR been considered? Yes – no implications**

**1. Executive Summary**

The purpose of the report is to provide an update from the Chief Executive on the senior management structure and to seek agreement to commence recruitment to Strategic Director for Children and Families (DCS) and Strategic Director for Adults and Health (DASS). The report also seeks agreement to convene member appointment panels to recruit to the above roles.

Following the departure of the Strategic Director for Environment and Climate Change, the role has remained vacant and the functions absorbed into other directorates. This report seeks to confirm deletion of the post and the recommended industrial relations arrangements moving forward.

**2. Information required to take a decision**

**Background**

**Service Director Finance (S151 Officer) and Service Director Legal, Governance and commissioning (Monitoring Officer)**

Personnel Committee agreed to recruitment to the above roles in October 2023.

Personnel Committee are asked to note the successful appointment to these statutory roles with Kevin Mulvaney appointed to Service Director Finance (S151 Officer) and Sam Lawton appointed to Service Director Legal, Governance and Commissioning (and Monitoring Officer).

**Strategic Director – Children and Families**

In Kirklees Council, the statutory function of Director of Childrens Services (DCS), required by s. 18 of the Children Act 2004, is held by Strategic Director for Children and Families.

Following the retirement of the DCS in May 2023, an internal interim appointment was made pending the recruitment of the Chief Executive to allow the new Chief executive to be involved in the permanent recruitment (Personnel Committee March 2023). The job was advertised internally on an interim basis and recruited to with the successful candidate starting in May 2023. The arrangement has worked well and supported continued improvement in Children’s Services. It is important to ensure stability in this statutory role; Personnel Committee are asked to agree to commence internal recruitment to bring a permanent appointment as soon as possible.

### **Strategic Director – Adults and Health**

The statutory role of Director of Adult Social Services (DASS) is required by s.6 of the Local Authority Social Services Act 1970 accountable for the delivery of local authority social services functions specified in the 1970 Act, other than those for which the Director of Children's services is responsible. In Kirklees this statutory function is held by the Strategic Director for Adults and Health.

The Strategic Director for Adults and Health will take up a new part time role from August remaining with Kirklees in the DASS role on a part time basis until December to ensure stability and a smooth transition until a successor is recruited.

Personnel Committee are asked to agree to commence permanent external recruitment as soon as practicable.

### **Strategic Director - Environment and Climate Change**

The Strategic Director for Environment and Climate Change left Kirklees in summer 2023. The role has not been recruited to and the functions that previously made up Environment and Climate Change have moved into alternative directorates.

Personnel Committee are now asked to agree to the deletion of the role and note updated job titles as follows:

- Deputy Chief Executive and Executive Director for Public Health and Corporate Resources
- Executive Director for Place
- Executive Director for Adults and Health (DASS)
- Executive Director for Children and Families (DCS)

To date, Directorate JCGs have continued to be held and chaired by the Strategic Director for Growth and Regeneration. Personnel Committee are requested to agree to disband the Environment and Climate Change JCGs and for IR arrangements for former ECC functions to form part of their new Directorate arrangements. Industrial relations guidance will be reissued if Personnel Committee are in agreement with the proposal.

### **3. Implications for the Council**

The implications for the Council are to ensure that the Council meets its statutory responsibilities in respect of children, families and vulnerable adults whilst also providing effective leadership as part of the Executive Leadership Team.

#### **Council Plan**

Roles where recruitment is proposed are key statutory roles within the Council's management structure and the successful candidate will be expected to make a significant contribution to the delivery of these priorities.

#### **Financial Implications**

There are no additional financial implications

#### **Other (eg Risk, Integrated Impact Assessment or Human Resources)**

Under the Council's Constitution, the responsibility for the appointment of these roles, sits with the Personnel Committee. The appointments should be compliant with the Council's Officer Employment Procedure Rules and the Recruitment and Selection Procedure. The appointment should be made on merit in accordance with section 7 of the Local Government

and Housing Act 1989. There are no other specific human resources or financial implications other than those mentioned elsewhere in this report.

Proposed IR arrangements ensures reflection of the organisational structure.

**4. Consultation**

The recruitment process will involve elected members.

**5. Engagement**

Internal and external stakeholders will be engaged in the recruitment processes.

**6. Recommendation**

It is recommended that this committee agrees to:

1. Note the recent appointments of Service Director Finance (S151 Officer) and Service Director for Legal, Governance and Commissioning (Monitoring Officer)
2. Confirm that the role of Strategic Director for Environment and Climate Change is deleted from the senior management structure and that the associated Joint Consultative Group (JCG) is disbanded with IR arrangements falling within new directorate arrangements
3. Note job title changes for Strategic Directors to Executive Directors
4. Commence permanent recruitment to Executive Director – Children and Families and Executive Director – Adults and Health which have statutory responsibilities to be carried out in accordance with the Council's established and approved chief officer recruitment practices
5. Convene member appointment panels to recruit to the roles as set out in above.

**7. Next steps and timelines**

Should Personnel Committee approve the recommendation to progress recruitment to these roles, recruitment will commence as soon as practicable.

**8. Contact officer**

Steve Mawson – Chief Executive

**9. Background Papers and History of Decisions**

Not applicable

**10. Service Director responsible**

Steve Mawson – Chief Executive