

# MIDDLESBROUGH COUNCIL

AGENDA ITEM 15

11 MAY 2016

## JOINT REPORT OF DAVID BUDD, ELECTED MAYOR AND MIKE ROBINSON, CHIEF EXECUTIVE

### SENIOR MANAGEMENT REVIEW

#### PURPOSE OF THE REPORT

1. To update Council with regard to the impact of the Senior Management Review on the Executive Director, Wellbeing, Care and Learning and the Assistant Director, Environment, Property and Commercial Services.

#### SUMMARY OF RECOMMENDATIONS

2. Council note the new senior management structure attached as Appendix 1 to this report.
3. Council note that the procedure to implement the creation of the Strategic Director, Finance, Governance and Support post has been subject to a separate Council led decision-making process as it involves a potential compulsory redundancy.

#### BACKGROUND

4. At Council on 6 January 2016, a report was submitted to Council advising of a consultation process regarding changes to the senior management team. This report concerns only the elements of that proposal that impact upon the statutory roles of Director of Children's Services (DCS), Director of Adult Social Services (DASS) and the Environment Services functions.

#### Safeguarding and Education, Health and Social Care

5. The Chief Executive and Executive Director, Wellbeing, Care and Learning have reviewed the growing demands upon the current Executive Director's responsibilities as a joint Director of Children's Services (DCS) and Director of Adult Social Services (DASS). It is clear that the growing Health and Social Care agenda is creating a capacity issue within the Leadership Team and, given the importance of Safeguarding and Learning and Skills within Middlesbrough, this must be addressed.
6. The existing Executive Director, Wellbeing, Care and Learning post will, therefore, be deleted to allow separate leadership of Adult and Children's Services. A new post of Strategic Director of Children's Services will be created to fulfil statutory DCS duties and The Assistant Director, Adult Social Care will report through the Executive Director, Commercial and Corporate Services, who will take the statutory DASS role.
7. This effectively separates Adults and Children's Services senior management responsibilities. The current Executive Director has indicated a desire for early retirement/voluntary redundancy, avoiding a potential compulsory redundancy situation.

## **Environment, Property and Commercial Services**

8. On 1 April 2016, Leisure Services transferred to an external trust impacting on the job size and scope of the Assistant Director's role. A job evaluation exercise has been completed regarding the job size of the Assistant Director in light of that transfer. The outcome being that the grade has reduced from Assistant Director (1) to Assistant Director (2). The current postholder has indicated a desire for early retirement/voluntary redundancy, this avoids a potential compulsory redundancy situation.
9. Appendix 1 includes the proposed management structure.

## **Consultation Responses**

10. Formal consultation of these elements commenced on 14 January 2016 and was concluded on 29 February 2016. A summary of responses is:
  - i) Consider the implications of a potential disconnect between Adult Safeguarding and the Assistant Director, Adult Social Care, a particular risk being the increasing pressures facing both Children and Adult Safeguarding.
  - ii) There will be a need to ensure job evaluation is carried out where responsibilities have changed.
  - iii) Registrars should remain with Legal Services.
  - iv) Registrars sitting within Public Health is welcomed (comment received conflicting with (iii) above).
  - v) Coroners should remain with Commercial and Corporate Services.
  - vi) Remaining comments were generally supportive of the proposals.

## **Changes as a Result of Consultation**

11. In light of the comments received and consideration of those responses, it is proposed that a review of safeguarding in Adults and Children's Services to consider appropriate line management responsibilities will take place. In addition, the Registrars and Coroners Services will now remain with their current line management responsibilities, instead of the original proposal to transfer these services to Public Health.

## **IMPACT ASSESSMENT (IA)**

12. An impact assessment was undertaken as part of the development of the proposals and is attached to this report at Appendix 2. The IA found that there were no concerns that the proposals could have a disproportionate adverse impact on a group or individuals because they hold a protected characteristic.

## **OPTION APPRAISAL/RISK ASSESSMENT**

13. Other senior management configurations are not considered adequate to address the issues and risks facing the Council. The option presented will have a significant positive impact on the Council's ability to drive the transformation of services in line with financial constraints.

## **FINANCIAL, LEGAL AND WARD IMPLICATIONS**

14. The proposed management structure represents an annual reduction in costs of £116,000 per year adding to the previous savings in senior management.
15. Since 2010, the number of senior managers has reduced from 22 to 11 (excluding the Director of Public Health post for comparison purposes) and costs will have reduced from £2.4m to £1.4m in the current structure.
16. The restructure has been consulted upon with senior managers affected by the proposal. Changes have occurred as a consequence of comments received and the structure can be delivered within the overall budget envelope.
17. The proposed senior management structure will fulfil the statutory obligations placed upon the Council with regard to:
  - Director of Children's Services
  - Director of Adult Social Services

as required by section 18 of the Children Act 2004, and section 6 of the Local Authority Social Services Act 1970, respectively.

18. The recruitment process for a Strategic Director, Children's Services and the Assistant Director, Environment, Property and Commercial Services will commence in May 2016.
19. Trade Unions have been consulted on the proposals and have no further comment.

## **RECOMMENDATIONS**

20. Council note the new senior management structure attached as Appendix 1 to this report.
21. Council note that the procedure to implement the creation of the Strategic Director, Finance, Governance and Support post has been subject to a separate Council led decision-making process as it involves a potential compulsory redundancy.

## **REASONS**

22. In order to meet the current issues and demands on the Council regarding costs, risks and external factors, such as, Health and Social Care, Safeguarding, the Leisure Trust and the Combined Authority/Devolution.

## **BACKGROUND PAPERS**

The following background papers were used in the preparation of this report:

Report to Council, 6 January 2016 – Senior Management Review.

**AUTHOR:** Mike Robinson

**TEL NO:** 01642 729200

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*Address: Website: <http://www.middlesbrough.gov.uk>*