

Cabinet

Exempt Minutes - 22 March 2017

Attendance

Chair Cllr Roger Lawrence (Lab)

Councillors

Cllr Claire Darke
Cllr Steve Evans
Cllr Val Gibson
Cllr Milkinderpal Jaspal
Cllr Andrew Johnson
Cllr John Reynolds
Cllr Sandra Samuels
Cllr Paul Sweet

Employees

Keith Ireland	Managing Director
Mark Taylor	Director of Finance
Linda Sanders	Strategic Director for People
Kevin O'Keefe	Director of Governance
Ross Cook	Service Director - City Environment
Tim Clark	Communications Manager
Jaswinder Kaur	Democratic Services Manager
Philippa Salmon	Democratic Services Officer

Item No. Title

12 Senior Management Structure 2017

Councillor Roger Lawrence presented the proposed changes to the Senior Management Structure.

Resolved:

1. That the structural changes outlined within this report to further increase opportunities for creative solutions and increased performance of the Council's business activities be approved.
2. That authority be delegated to the Managing Director to consult employees and trade unions to implement the changes contained within this report.
3. That authority be delegated to the Managing Director to implement changes to teams where necessary at the Head of Service level and below.
4. That it be approved that, with effect from the 1 April 2017, the Strategic Director, Place will assume the role of Deputy Managing Director. The post holder will use the title of Deputy Managing Director or Strategic Director, Place as necessary depending on the circumstances and audience.
5. That it be approved that the Director of Finance becomes the Strategic Director, People with effect from 1 September 2017 (or before if the current postholder leaves earlier), to be kept under review for efficiency and effectiveness.
6. That it be approved that the current Strategic Director, People's temporary contract (ending 30 June 2017) be extended to 31 August 2017.
7. That it be approved that the current Service Director, Children and Young People (Grade 13) be appointed Director of Children's Services (Grade 14) with effect from 1 September 2017 and be the designated Director of Children's Services (DCS) statutory role.
8. That it be approved that the current Service Director, Adults Social Care (Grade 13) be appointed Director of Adults Services (Grade 14) with effect from 1 September 2017 and be the designated Director of Adults Services (DAS) statutory role.
9. That it be approved that, with effect from 1 April 2017, the Chief Accountant be designated the Section 151 Officer of the City of Wolverhampton Council until further notice.
10. That it be approved that the Chief Accountant be redesignated Director of Finance (Grade 13) from 1 September 2017 until further notice — dependent on the review of the Strategic Director, People role.
11. That it be approved that in the short term the current Director of Finance be released for up to 3 days per week to help the West Midlands Combined Authority by covering the role of Corporate Services Director following the departure of the existing postholder on 31 March 2017.
12. That the creation of a Service Director, Public Service Reform (Grade 13) be approved.
13. That the deletion of the Head of Strategic Transportation (Grade 11) and the voluntary redundancy of the current postholder with effect from 31 August 2017 be approved.
14. That the deletion of the Head of Highways Network (Grade 11) and the voluntary redundancy of the current post holder with effect from 31 May 2017 be approved.
15. That the creation of the Head of City Transport (Grade 12) be approved.

16. That the deletion of the Parking Services Manager (Grade 8) post and the voluntary redundancy of the current post holder with effect from 30 April 2017 be approved.
17. That the deletion of the Head of Public Protection (Grade 11) and the voluntary redundancy of the current post holder with effect from 30 April 2017 be approved.
18. That the creation of the Head of Consumer Services (Grade 11) be approved.
19. That the release of the Head of Housing (Grade 11) by reason of business efficiency on 30 September 2017, with no redundancy being triggered but pension released, be approved.
20. That the redesignation of the Head of Housing post (Grade 11) to Service Director, Housing (Grade 13) with effect from 1 October 2017 be approved.
21. That the release of the current Strategic Director, Pensions by reason of business efficiency on 30 September 2017, with no redundancy being triggered but pension released, be approved.
22. That the redesignation of the Strategic Director, Pensions (Grade 15) post to Director of Pensions (Grade 14) with effect from 1 October 2017 be approved.
23. That it be approved that the Assistant Director, Actuarial and Pensions becomes the Director of Pensions with effect from 1 October 2017.
24. That it be approved that, subject to job evaluation, the Strategic Business Manager be retitled Head of Business Management to reflect the changes to management responsibilities.
25. That it be approved that these recommendations would be subject to trade union consultation.
26. That it be approved that a further delegated review of operational structures will take place by the Managing Director following the appointment of the Service Director, Public Service Reform.
27. That it be approved that a structural review of Education will take place upon the appointment of a permanent Director of Education which would be advertised shortly.
28. That it be approved that a further delegated review of operational Housing structures will take place by the Managing Director following the appointment of the Service Director, Housing.
29. That it be approved that the Strategic Transport functions will be delivered under the direct management of the Black Country Transport Director as part of a partnership with all other Black Country Councils.
30. That it be approved that a review of structures within the People Directorate below Director level will take place upon receipt of the final Ofsted report.
31. That it be approved that a further delegated review of operational structures within the West Midlands Pensions Fund will take place by the Managing Director following the appointment of the Director of Pensions.
32. That it be approved that the newly appointed Section 151 Officer (and former Deputy Section 151 Officer) will appoint a new Deputy Section 151 Officer in consultation with the Managing Director.
33. That it be approved that the current Director of Finance will continue to be the Section 151 Officer for the West Midlands Pension Fund.
34. That it be approved that the Head of Safeguarding will report to the new Director of Children's services with effect from 1 October 2017.
35. That the release of the Head of Housing (Grade 11) by reason of business efficiency on 30 September 2017, with no redundancy costs, be approved.

36. That the redesignation of the Head of Housing post (Grade 11) to Service Director, Housing (Grade 13) with effect from 1 October 2017 be approved.
37. That the release of the Strategic Director, Pensions (Grade 15) by reason of business efficiency on 30 September 2017, with no redundancy costs, be approved.
38. That the redesignation of the Strategic Director, Pensions post (Grade 15) to Director of Pensions (Grade 14) with effect from 1 October 2017, be approved.