

Report title	Review of Senior Management Structure – April 2019	
Referring body	Cabinet, 27 March 2019	
Councillor to present report	Councillor Roger Lawrence	
Wards affected	All Wards	
Cabinet Member with lead responsibility	Councillor Roger Lawrence Leader of the Council	
Accountable director	Tim Johnson, Managing Director	
Originating service	Corporate Directorate	
Accountable employee	Tim Johnson	Managing Director
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Report to be/has been considered by	Cabinet	27 March 2019

Recommendation for decision:

The Council is recommended to approve:

1. The Director of Pensions post to be regraded from Grade 14 to Grade 15.
2. The Assistant Director – Investment and Pensions post to be regraded from Grade 13 to Grade 14.
3. The establishment of an Assistant Director – Pensions post Grade 14 subject to appointment by a Special Appointments Committee.
4. The Service Director for City Environment post is redesignated to Director for City Environment and the post be regraded from Grade 13 to Grade 14.
5. The Service Director for Housing post is redesignated to Director for City Housing and the post be regarded from Grade 13 to Grade 14.

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6. The Head of Communications post is redesignated to Director of Communications and External Relations and the post be regraded from Grade 12 to Grade 14.
7. The Director of Black Country Transport post be regraded from Grade 13 to Grade 14.

1.0 Purpose

- 1.1 This report seeks approval for revisions to the Senior Management Structure of the Council.
- 1.2 The recently appointed Managing Director has undertaken a thorough review of the current Senior Management Structure to ensure it aligns to the Council's Vision 2030 and Corporate Plan Objectives.

2.0 Background

- 2.1 On 27 March 2019, Cabinet will consider a report on the Review of Senior Management Structure – April 2019.
- 2.2 Copies of the report have been supplied to Councillors and can also be accessed online on the Council's website [here](#).

Councillors are asked to refer to the report when considering the recommendations from Cabinet.

- 2.3 Cabinet has been recommended to recommend that Council approves:
 - 1. The Director of Pensions post to be regraded from Grade 14 to Grade 15.
 - 2. The Assistant Director – Investment and Pensions post to be regraded from Grade 13 to Grade 14.
 - 3. The establishment of an Assistant Director – Pensions post Grade 14 subject to appointment by a Special Appointments Committee.
 - 4. The Service Director for City Environment post is redesignated to Director for City Environment and the post be regraded from Grade 13 to Grade 14.
 - 5. The Service Director for Housing post is redesignated to Director for City Housing and the post be regarded from Grade 13 to Grade 14.
 - 6. The Head of Communications post is redesignated to Director of Communications and External Relations and the post be regraded from Grade 12 to Grade 14.
 - 7. The Director of Black Country Transport post be regraded from Grade 13 to Grade 14.

3.0 Financial implications

- 3.1 The financial implications are detailed in the Cabinet report of 27 March 2019.

4.0 Legal implications

- 4.1 The legal implications are detailed in the Cabinet report of 27 March 2019.

5.0 Equalities implications

5.1 The equalities implications are detailed in the Cabinet report of 27 March 2019.

6.0 Environmental implications

6.1 The environmental implications are detailed in the Cabinet report of 27 March 2019.

7.0 Human resources implications

7.1 The human resources implications are detailed in the Cabinet report of 27 March 2019.

8.0 Corporate Landlord implications

8.1 The Corporate Landlord implications are detailed in the Cabinet report of 27 March 2019.

9.0 Health and Wellbeing implications

9.1 The health and wellbeing implications are detailed in the Cabinet report of 27 March 2019.

10.0 Schedule of background papers

10.1 Cabinet report of 27 March 2019.