

Wiltshire Council

Cabinet

21 May 2013

Subject: Statutory Post of Head of Paid Service

Cabinet member: To be appointed

Key Decision: No

Purpose of the report

1. The purpose of this report is to outline a proposed change to the responsibility for the statutory post of Head of Paid Service

Background

The council has a statutory duty under Section 4 Local Government and Housing Act 1989 to designate one of its officers as the head of paid service. Whilst this is usually a role undertaken by a chief executive this statutory function can be any officer within the council other than the monitoring officer.

2. The head of paid service has a duty, where they consider it appropriate to do so, to prepare a report to the council setting out their proposals in respect of any of the following matters:
 - the manner in which the discharge of the different functions of the council is co-ordinated
 - the number and grades of staff required by the council for the discharge of its functions
 - the organisation of the council's staff; and
 - the appointment and proper management of the council's staff.
3. Following the deletion of the chief executive post in 2011, and the implementation of a new leadership model for the council, cabinet agreed that this statutory function was designated to the service director HR & OD, as the lead professional in the council for all staffing matters. It was also agreed that the service director HR & OD would be a member of the corporate leadership team as head of paid service.

Main considerations for Cabinet

4. The designation of the statutory role of head of paid service to the service director HR & OD has operated well, however recent advice on safeguarding includes a clear

recommendation for the Chair of Local Safeguarding Childrens Board (LSCB) to report to the head of paid service. In addition a review of the current corporate leadership team has led to a proposal to change the membership of the team to further strengthen the organisational leadership role of the corporate directors.

5. In practice this will mean that the corporate leadership team will be the three corporate directors only, for the purpose of decision making, supported when required by advice from the relevant service director. It is therefore proposed that the statutory head of paid service role now becomes the responsibility of the corporate directors on a rotational basis.

Environmental Impact of the Proposals

6. There is no environmental impact as a result of the proposal.

Equalities Impact of the Proposal

7. There is no equalities impact as a result of the proposal.

Risk Assessment

8. No risks identified as a result of this proposal.

Financial Implications

9. No financial implications identified as a result of this proposal.

Legal Implications

10. There is nothing to prevent the head of paid service role being discharged on a rotational basis, but the appointment of the head of paid service and the rotational designation of this role will be a matter for full council and the change will need to be reflected in the constitution.

Options Considered

11. No other options meet the requirements of the latest guidance for the line management of LSCB chairs.

Conclusions

12. The implications of this proposal mean that it should be recommended for approval by Cabinet to Full Council.

Proposal

13. It is proposed that Cabinet approve and recommend to council that the statutory head of paid service role now becomes the responsibility of the corporate directors, on a rotational basis, and that the Monitoring Officer is instructed to make any consequential amendments to the constitution.

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Corporate Directors

Background Papers

None

Appendices

None