

Wiltshire Council

Full Council

15 October 2024

Senior Management Structure – changes and designation of the statutory function of Director of Children’s Services (DCS)

Purpose of Report

1. For Council to consider and approve a new senior management structure with the deletion of one of the current Corporate Director roles and the creation of two new Corporate Director roles.
2. For the Council to consider and approve the deletion of the current role of Corporate Director People.
3. For Council to consider and approve a new role of Corporate Director Care and Wellbeing.
4. For Council to note the creation of a new Corporate Director Children and Education post and the designation of the statutory role of Director of Children’s Services (DCS) to that post, following a change to the senior management structure of the council.

Background

5. On 18 May 2021 Council approved the designation of statutory role of Director of Children’s Services to the position of Corporate Director People. The report to Council is attached at **Appendix 1**.
6. On 19 August 2024, following confirmation by Full Council on 24 July 2024, the then Corporate Director People, took up position as the Chief Executive. In her role as Head of Paid Service, the Chief Executive has reviewed the senior management structure and considered examples of other council structures. A new proposed structure is set out in Appendix 2.

Main Considerations for the Council

7. The Chief Executive wishes to increase the capacity at senior management level to focus on corporate priorities and to drive innovation, transformation and greater efficiency. This will in turn increase the ability of the Council to deliver preventative interventions and overall improve outcomes for residents. The largest element of service provision financially is in Adults Services and having considered how other councils choose to structure their senior team, there is a proposal to create the post of Corporate Director of Care & Wellbeing. This post will line manage the Director of Adult Social Care, Director of Commissioning, and the Director of Public Health and drive transformation work in Adults Services.

8. Following the appointment of the Chief Executive the currently designated post for the DCS role of Corporate Director, People was vacant.
9. A new post of interim Corporate Director, Children and Education, was created by the Chief Executive using urgency powers, to which the designation of DCS would appropriately be assigned. This position was recruited to by the Officer Appointments Committee on 6 September 2024.
10. In order to ensure the responsibilities of the DCS role continued to be carried out appropriately, the Chief Executive authorised, using urgency powers, the re-designation of the statutory role to the new position.
11. This proposed new structure increases the number of Corporate Directors from 3 to 4, at a cost of £181,300. This will create a pressure and will be built into the base budget from 2025/26.
12. Council is asked to note and ratify those decisions.

Proposal

13. That Council:
 - a. Approves the deletion of the post of Corporate Director People
 - b. Approves the creation of the new post of Corporate Director Care & Wellbeing
 - c. Note and ratify the designation of statutory role of Director of Children's Services (DCS) to the new position of Corporate Director, Children and Education
 - d. Note that other designated statutory roles are unchanged as a result of the restructure and remain with existing posts:
 - i. Head of Paid Service, Returning Officer (RO) and Electoral Registration Officer (ERO) with the post of Chief Executive
 - ii. Section 151 with the post of Director – Finance and Procurement
 - iii. Director of Adult Services (DASS) with the post of Director – Adult Social Care
 - iv. Director of Public Health (DPH) with the post of Director - Public Health
 - v. Monitoring Officer with the post of Director - Legal and Governance

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Appendices

Appendix 1 - Report to Council 18 May 2021

Appendix 2 – current and proposed new structure

Background Paper

Record of Officer Decision – Creation Corporate Director Children & Education and Designation of DCS