

SOMERSET COUNCIL
DECISION TAKEN BY THE CHIEF EXECUTIVE

Decision to Implement and Recruit to the Senior Management Structure in Somerset Council

Executive Member: Cllr Bill Revans, Leader

Division and Local Member: All

Author: Dawn Bettridge, Service Director Workforce (Interim)

Contact Details: dawn.bettridge@somerset.gov.uk

Date of Decision: 18 July 2024

1. Decision:

That the proposed new Senior Leadership structure for Somerset Council is agreed and that the Council starts the process to appoint to Senior Leadership posts in Somerset Council, specifically:

- Executive Director Resources, Strategy & Transformation
 - Executive Director Community Place & Economy
 - Service Director Housing
 - Service Director Infrastructure & Transport
 - Service Director Regulatory & Operations
 - Service Director Partnerships, Localities & Culture
 - Service Director Development, Skills & Climate
 - Service Director HR&OD
 - Service Director Public Health
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I have been consulted on the above decisions and give my approval.

Name and title of officer approving decision:



Duncan Sharkey, Chief Executive

Date: 18 July 2024

2. Reason for Decisions

As stated in the officer report

3. Reasons for Urgency (where applicable)

As stated in the officer report

4. Details of any alternative options considered and rejected

As stated in the officer report

5. Any relevant Personal Interest that the Decision Maker may have under the Council's Code of Conduct

None

6. Other background information considered before making this decision

As stated in the officer report

Officer Report

16 July 2024

Decision to Implement and Recruit to the Senior Leadership Structure for Somerset Council

Cabinet Member: Cllr Bill Revans, Leader

Division and Local Member: All

Author: Dawn Bettridge, Service Director Workforce (Interim)

Contact Details: dawn.bettridge@somerset.gov.uk

Date of Decision: 16 July 2024

<i>Please complete sign off boxes below prior to submission to Democratic Services</i>			
	Seen by:	Name	Date
Report Sign off	Legal	Jill Byron	17:07:2024
	Deputy Monitoring Officer	Jill Byron	17:07:2024
	Finance	Jason Vaughan	16:07:2024
	Human Resources	Dawn Bettridge	17:07:2024
	Senior Manager	Duncan Sharkey	18:07:2024
	Executive Member	Cllr Bill Revans	
	Summary:	This report proposes: <ol style="list-style-type: none">1. The Implementation of the Senior Leadership Structure for Somerset Council.2. The commencement of the appointments' processes for the Senior Leadership posts in Somerset Council, specifically:<ul style="list-style-type: none">• Executive Director Resources, Strategy & Transformation• Executive Director Community Place & Economy• Service Director Housing• Service Director Infrastructure & Transport• Service Director Regulatory & Operations• Service Director Partnerships, Localities & Culture• Service Director Development, Skills & Climate• Service Director HR&OD	

	<ul style="list-style-type: none"> • <u>Service Director Public Health</u> <p>3. The exclusion of posts in the Senior Leadership structure for Somerset Council, specifically:</p> <ul style="list-style-type: none"> • Executive Director Children, Families & Education Services (DCS) • Executive Director Adults Services & Housing (DASS) • Interim Chief Finance Officer (s151) • Service Director Children & Families • Service Director Education • Service Director Commissioning & Performance • Service Director Adult & Health Operations • Service Director Adults Commissioning • Service Director Digital Services • Service Director Strategy, Performance & Communications • Service Director Finance & Procurement
<p>Recommendations:</p>	<p>Having consulted with the Council Executive, staff, Trade Unions, a Member Appointments Panel and obtained the agreement of the Leader of the Council, that the Chief Executive implement the proposed Senior Leadership structure for Somerset Council under the decision-making powers vested in him in the Constitution and as the Head of Paid Service.</p>
<p>Reasons for Recommendations:</p>	<ol style="list-style-type: none"> 1. Somerset Council needs a clear and robust plan to support long-term financial stability. As part of this plan, the pace and scale of the current Local Government Reorganisation transition and transformation will need to be rapidly accelerated to deliver a radically different model and way of working as a Council, operating with fewer staff, whilst increasing the Council’s influence and impact. 2. The Executive has endorsed a new vision for the Council, emphasising a leaner and more productive workforce, and an approach to whole Council Improvement and Transformation Programme. 3. As part of the Improvement and Transformation Programme, the restructuring of the Senior Leadership Team is the first

	<p>stage of restructuring the whole organisation and creating a leaner workforce and delivering workforce savings.</p>
<p>Links to Priorities and Impact on Service Plans:</p>	<p>As set out in the reasons for recommendations above.</p>
<p>Financial Implications:</p>	<p>Salary comparison work was undertaken prior to the Local Government Reorganisation in 2023 to ensure the salary levels for Executive and Service Directors broadly reflect arrangements in similar sized unitary authorities and the responsibilities attached to the roles.</p> <p>Two 'levels' of salary were agreed for Executive Directors and three 'levels' for Service Directors. There is no proposal to change these 'levels' and all new posts have been evaluated and allocated to one of them.</p> <p>Appointees will receive spot salaries, subject to an annual cost-of-living pay increase.</p> <p>The proposals for restructuring of the Senior Leadership structure will result in a reduction of 7 to 4 Executive Director posts and 22 to 15 Service Director posts. The current structure currently costs c£4.5m and, based on the current proposals (including the Interim Chief Finance Officer role), the revised costs are expected to be c£3.2m, a reduction of c£1.3m (29%).</p> <p>There may be a cost arising from the engagement of a recruitment partner to help with recruitment to any remaining vacancies. Costs for this will depend on the number of posts that remain unfilled through the internal process but based on procurement frameworks will be c£70,000 (based on the cost of 4 posts), which will be funded from savings on the CLT staff salary budget.</p>
<p>Equalities Implications:</p>	<p>An Equalities Impact Assessment (EIA) has been completed. Due to the small number of impacted employees and the possibility of identifiable data it will not be possible to share all the detail of this EIA</p>
<p>Risk Assessment:</p>	<p>The principle risks concerning this decision are as follows:</p>

	<ul style="list-style-type: none">- Complaints about the consultation and recruitment processes- Employment-related risks, such as Employment Tribunal claims which could include claims for unfair dismissal <p>These risks have been assessed as a possible likelihood with a minor, therefore a risk level 6.</p> <p>These risks have been mitigated through advice received from employment and governance legal experts and a thorough consultation process with the Trade Unions and all impacted employees.</p>
Scrutiny Recommendation (if any)	N/A