

PEOPLE & COMMUNITIES SENIOR MANAGEMENT STRUCTURE UPDATE

To: **Children and Young People Committee**

Meeting Date: **14 September 2017**

From: **Executive Director, People and Communities**

Electoral division(s): **All**

Forward Plan ref: **n/a** *Key decision:* **No**

Purpose: **To outline the current People & Communities staffing structure.**

Recommendation: **To update the Committee on the final People & Communities structure (previously CFA).**

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1. BACKGROUND

- 1.1 In October 2016, the Executive Director for People & Communities in Peterborough was appointed into a joint role to also cover the same role in Cambridgeshire within Children, Families and Adults (CFA) at that time.
- 1.2 During this short time, the benefits and opportunities for joint working across both Authorities have been identified and established. To further enhance joint working, minimise on duplication across both Authorities and to make some savings, Members were asked to consider the arrangements on a more permanent basis, alongside another proposal to create a senior management structure also sharing roles across both Authorities.
- 1.3 During this time, the proposals were presented to Members at both authorities between February – April 2017 and agreement was made at the Staffing and Appeals Committee at the end April 2017. This included:
 - Adults Spokes - 31 January 2017
 - Group Leaders – 7 February 2017
 - Children and Young People (CYP) Spokes – 7 February 2017
 - CYP Committee – 28 February 2017
 - Adults Committee – 9 March 2017
 - Staffing and Appeals Committee – 21 March 2017
- 1.4 Interviews were held in June 2017 and a detailed interview process took place, ensuring Members and external partners were also on the interview panel. All candidates appointed were existing staff within the Local Authorities with one post for Service Director of Education not appointed and is currently vacant with interim arrangements in place. The full structure chart can be viewed Appendix 1.

2. ALIGNMENT WITH CORPORATE PRIORITIES

2.1 Developing the local economy for the benefit of all

There are no significant implications for this priority.

2.2 Helping people live healthy and independent lives

There are no significant implications for this priority.

2.3 Supporting and protecting vulnerable people

There are no significant implications for this priority.

3. SIGNIFICANT IMPLICATIONS

3.1 Resource Implications

The director-level restructure has overall been delivered on a cost-neutral basis and there has been no increased funding to the People & Communities staffing budget. Significant savings have been made on Heads of Service roles across P&C as part of

the restructure. As the shared arrangements embed, and in view of vacancies, there will be enhanced opportunities for some further shared arrangements leading at staff cost reductions, including at Assistant Director level.

3.2 Procurement/Contractual/Council Contract Procedure Rules Implications

There are no significant implications.

3.3 Statutory, Legal and Risk Implications

There are no significant implications.

3.4 Equality and Diversity Implications

There are no significant implications.

3.5 Engagement and Communications Implications

There are no significant implications.

3.6 Localism and Local Member Involvement

There are no significant implications.

3.7 Public Health Implications

There are no significant implications.

Source Documents	Location
n/a	