

**DERBYSHIRE COUNTY COUNCIL
COUNCIL**

PUBLIC

Agenda Item No.17 (b)

FULL COUNCIL

15 May 2019

Report of the Director of Organisation Development and Policy

AMENDMENT TO THE COUNCIL'S SENIOR MANAGEMENT MODEL

1. Purpose of the Report

To seek approval to rename the Council's four Strategic Directors to Executive Directors.

2. Information and Analysis

In July 2017, the Council adopted a new senior management model, deleting the post of Chief Executive, and replacing the officer leadership of the Council with a new operating model. This new model required the four Strategic Directors in the structure to lead their designated functional areas of responsibility but also to take a collective lead in the overall leadership of the council.

The new operating model has now been in place for 18 months and has continued to evolve and develop. The Council's Corporate Peer Challenge, facilitated by the LGA, took place between 22 and 25 October 2018 and a report setting out the findings and recommendations from the review was presented to Cabinet on 31 January 2018. One of those recommended improvements was to provide clarity of the current operating model and the role of Corporate Management Team and the need to disseminate and communicate this more widely to staff and key stakeholders.

A number of initiatives are currently being developed to ensure that the Council's new operating model is understood locally (by the residents, partners and the workforce), regionally and nationally, in addition to officers promoting the operating model during the course of their normal work. The development of the Council's internal and external communications strategies will ensure that wherever possible the operating model is re-enforced within the Council's communications. A new area of the Council's website is being developed which clearly articulates Derbyshire County Council's operating and leadership model which is scheduled to be launched by 1 June 2019. As part of this increased focus on raising the profile of the operating model, it also considered that Strategic Directors should be renamed to Executive Directors. The intention is that the name Executive Director reflects the executive element of the role which reinforces the wider corporate leadership role of that beyond their own functional area of responsibility. This renaming of the posts will not affect the terms and conditions of employment of the affected officers, nor change their existing roles or responsibilities. If approved, confirmation of the job title change will be formally communicated to the current Strategic Directors.

3. Legal Considerations

Informal consultation has taken place with the four Strategic Directors regarding the proposed renaming of the posts.

4. Other Considerations

In preparing this report the relevance of the following factors has been considered: financial equality of opportunity, health, human resources, environmental, transport, social value, property and crime and disorder considerations.

5. Officer's Recommendations

- 1) To rename the current Strategic Directors to Executive Directors, as described in the report.

Emma Crapper
Director of Organisation Development and Policy