

FLINTSHIRE COUNTY COUNCIL

REPORT TO: **FLINTSHIRE COUNTY COUNCIL**

DATE: **TUESDAY, 20 MAY 2014**

REPORT BY: **CHIEF EXECUTIVE**

SUBJECT: **CONSTITUTIONAL CHANGES FOR NEW SENIOR
MANAGEMENT STRUCTURE**

1.00 PURPOSE OF REPORT

1.01 To amend references in the Council's Constitution to reflect the proposed new senior management structure which is being implemented following adoption by Council on 25 March. The most significant part of the report is the officer delegation scheme.

2.00 BACKGROUND

2.01 At its meeting on the 25 March 2014 County Council agreed a new senior management structure with fewer senior managers. The nine new senior officers (named Chief Officers) will have different portfolios to those of the existing Directors and Heads of Service. The new posts will come into effect on the 1 June 2014.

2.02 Part 3 of the Council's Constitution sets out the responsibility for functions and the scheme of delegation of executive and non executive functions to officers. This reflects the current senior management structure of the current Chief Executive, Corporate Directors, Heads of Service and to other officers.

2.03 The Constitution Committee is in its second year of a three year programme of reviewing all parts of the current Constitution. Work on reviewing the officer delegation scheme was suspended once a review of the existing senior management structure had been notified. It is the intention to resume that review once the new senior management structure takes effect, including consultation with the new postholders.

2.04 In addition to part 3 of the Constitution dealing with responsibility for functions and the officer delegation scheme other parts of the Constitution include references to posts in the current senior management structure. They include references in the Council procedure rules, financial procedure and contract procedure rules for example.

3.00 CONSIDERATIONS

- 3.01 As soon as posts in the new senior management structure take effect there is a need for those postholders to have delegated powers.
- 3.02 The most effective way of achieving this is to agree that references in the delegation scheme to existing posts should be altered to the most appropriate post in the new management structure based on the new post portfolio design. This will not alter the balance between those decisions that are taken by Members and those taken by officers, nor alter the delegated powers given to the Chief Executive or to Operational Managers reporting to the new Chief Officer posts.
- 3.03 References to Heads of Service in general will change to refer to Chief Officers as posts in the new senior management structure come into effect. The new operating model designates the Corporate Finance Manager as the Council's statutory Chief Finance Officer (S151 officer). As a result, some of the delegated powers that currently rest with the Head of Finance transfer to the Corporate Finance Manager rather than to a Chief Officer post. Where those delegated powers relate to the pensions function they are dealt with in a separate report to the annual meeting.
- 3.04 Attached as Appendix 1 to this report is a table showing the titles of each new senior management post plus the Corporate Finance Manager and the post in the current structure whose specific delegated powers should transfer to that new post.
- 3.05 From the 1 June 2014 the references in sub section B of the delegation scheme to Corporate Directors would no longer apply. Most of these delegated powers are given to Heads of Service in sub section C and would apply to the Chief Officer posts in the new senior management structure. The only delegated power that does not apply to Heads of Service/Chief Officer posts is that relating to the appointment of management consultants which would rest solely with the Chief Executive.
- 3.06 Where the delegation scheme gives a delegated power to an individual named Director then appendix 1 transfers that delegated power to the appropriate Chief Officer in the new senior management structure with effect from the 1 June 2014.
- 3.07 During the periods whilst the Head of Legal & Democratic Services and the Head of ICT & Customer Services remain in their posts they will retain their existing delegated powers. Following an appointment to the position of Chief Officer (Governance) the final transfers of delegated powers from these two posts, which will no longer exist, will be made.

- 3.08 During the transition from the existing senior management structure to the new senior management structure issues may emerge over the transfer of delegated powers that have not been covered in this report. It is therefore considered that the smooth transition would be assisted by a delegated power being given to the Chief Executive to make other changes to the appropriate post holder for an existing delegated power following consultation with the Leader and the Chair of the Constitution Committee.
- 3.09 Once the new senior management structure comes fully into effect work on reviewing the delegation scheme will resume through consultation with the new postholders leading to a report to a future meeting of the Constitution Committee. The changes recommended in this report are purely to enable a smooth transition from the previous management structure to the new.
- 3.10 As the new senior management structure comes into effect there is a need to update references in other parts of the Constitution so that the posts referred to are the appropriate ones in the new senior management structure. At present the Constitution does not contain a provision to facilitate such automatic updating as management structures and job titles change; this can be most easily accomplished by giving delegated power to the Chief Executive in consultation with the Leader and Chair of the Constitution Committee to implement such updating changes.

4.00 RECOMMENDATIONS

- 4.01 That as the new senior management structure comes into effect the delegation scheme be updated to reflect the changes shown in Appendix 1.
- 4.02 That delegated power be given to the Chief Executive in consultation with the Leader and the Chair of the Constitution Committee to make other changes to the designated post holder for any existing delegated powers should the need arise.
- 4.03 That delegated power be given to the Chief Executive in consultation with the Leader and the Chair of the Constitution Committee to make changes to the posts referred to in the Constitution to reflect the new senior management structure.

5.00 FINANCIAL IMPLICATIONS

- 5.01 None as a result of this report.

6.00 ANTI POVERTY IMPACT

- 6.01 None as a result of this report.

7.00 ENVIRONMENTAL IMPACT

7.01 None as a result of this report.

8.00 EQUALITIES IMPACT

8.01 None as a result of this report.

9.00 PERSONNEL IMPLICATIONS

9.01 None as a result of this report.

10.00 CONSULTATION REQUIRED

10.01 None as a result of this report.

11.00 CONSULTATION UNDERTAKEN

11.01 None as a result of this report.

12.00 APPENDICES

12.01 Appendix 1 - Table showing titles of old and new posts.

**LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985
BACKGROUND DOCUMENTS**

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