

ANGUS COUNCIL – 12 SEPTEMBER 2024

REVIEW OF SENIOR MANAGEMENT ARRANGEMENTS

REPORT BY KATHRYN LINDSAY, CHIEF EXECUTIVE

1. ABSTRACT

Following the retirement of the Depute Chief Executive on 31 July 2024 it is proposed that a review of the Council's senior management structure and arrangements is undertaken drawing on support commissioned from an external professional adviser as required.

2. ALIGNMENT TO THE COUNCIL PLAN AND COUNCIL POLICIES

2.1 The contents of this report contribute to the achievement of all priorities set out in the Council Plan 2023 – 2028 and in particular:

- Angus Council is efficient and effective

3. RECOMMENDATIONS

It is recommended that Council notes that:

- (i) the Chief Executive is instigating:-
 - (a) a review of the Council's senior management structure following the retirement of the Depute Chief Executive on 31 July 2024; and,
 - (b) the commissioning of an external resource to support the undertaking of the review and to provide potential structural models for consideration.
- (ii) a further report will be submitted to Council following the completion of the review.

4. BACKGROUND

4.1 The current senior leadership arrangements, and attendant scheme of delegation to officers, have been in place since 2017/18 (report 418/17 refers) with a number of refinements to that structure having been made in the intervening period in response to changing circumstances and to deliver financial savings. This included, within the last year, deletion of the post of Director of Strategic Policy, Transformation and Public Sector Reform and implementation of acting arrangements to cover the Children, Families & Justice portfolio and statutory Chief Social Work Officer role.

4.2 The Depute Chief Executive retired on 31 July 2024. Members will be aware that together with key strategic lead roles, the Depute Chief Executive held direct line management responsibility for five members of the corporate leadership team (CLT) including Director of Infrastructure & Environment, Director of Vibrant Communities and Sustainable Growth, Director of Education and Lifelong Learning, Director of Children, Families & Justice and Director of HR, OD, Digital Enablement, IT & Business Support.

5. CURRENT POSITION

5.1 Following the retirement of the Depute Chief Executive, the Chief Executive held informal discussions with members of CLT and it was agreed that a review of the senior management arrangements should be undertaken prior to moving to advertise any permanent vacancy therein.

5.2 In order to ensure sufficient organisational resilience during any review period, arrangements have been made within CLT for higher graded duties to be undertaken to support the Chief Executive in the line management of Directors, to deputise at committees and other relevant meetings in her absence and to fulfil other delegated functions in the Chief Executive's absence. Following a competitive process, the Director of Education and Lifelong Learning has been

appointed to undertake these higher graded duties as acting Depute Chief Executive, alongside her existing duties, pending the outcome of the review of senior management arrangements.

- 5.3** Trade unions have been advised that a report is being brought to Council outlining the proposals in terms of the commencement of a senior management review and the commissioning of a specialist external resource to support it.

6. PROPOSALS

It is proposed that:

- (i) a review of the Council's senior management structure is undertaken following the retirement of the Depute Chief Executive on 31 July 2024;
- (ii) an external resource be commissioned to support the undertaking of the review and to provide potential structural models for consideration;
- (iii) a further report is submitted to Council following the completion of the review.

7. FINANCIAL IMPLICATIONS

- 7.1** There will be a requirement to pay for the commissioning of an external resource to support the senior management structure review. This cost can be contained within the Chief Executive Service revenue budget.

- 7.2** There may be further financial implications arising from the outcome of any recommendations of the review. These will be set out in the further report to Council following completion of the proposed review.

8. ENVIRONMENTAL IMPLICATIONS

- 8.1** There are no direct environmental implications arising from the recommendations of this report.

9. EQUALITY IMPACT ASSESSMENT, HUMAN RIGHTS AND FAIRER SCOTLAND DUTY

- 9.1** A screening assessment has been undertaken and a full Equality Impact Assessment is not required for the following reason:

There are no direct equality implications in terms of this report as its recommendations have no differential impact on those with protected characteristics.

10. CHILDRENS RIGHTS AND WELLBEING IMPACT ASSESSMENT

- 10.1** A Childrens Rights and Wellbeing Impact Assessment has been undertaken and a full assessment is not required as the "General Principles" do not apply to this proposal.

11. CONSULTATION

- 11.1** All members of the corporate leadership team have been consulted in the preparation of this report.

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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