

**Report to: CO-ORDINATING OVERVIEW AND SCRUTINY COMMITTEE**

**Report of: Craig Scriven, Assistant Director Organisational Development**

**Date: 18<sup>th</sup> June 2021**

**Subject: Council restructure and JNC recruitment update**

**Does the report contain confidential or exempt information?  Yes  No**

If relevant, provide exempt information paragraph number or reason if confidential:

## **1 Purpose of Report**

---

- 1.1 To update the committee on the council restructure, its progress and the current situation regarding senior posts at the Council.

## **2 Background, Context and Summary of Key Issues**

---

- 2.1 The JNC Sub-Committee approved the commencement of phase 1 of the Investing in our Future: Reorganisation of the Leadership Structure paper on 28<sup>th</sup> January 2021.
- 2.2 Since that approval a range of posts have been created, advertised and filled either on a permanent basis or on an interim / acting basis pending permanent recruitment. The status of the full current JNC establishment is attached at appendix 1.
- 2.3 Over the summer several posts will be filled and will create the capacity and permanence required to drive on to the next phase of restructuring, many of these are now out to recruit as detailed in appendix 1.
- 2.4 The next phase of restructuring will require the relocation (line management changes) of several lines of business.
- 2.5 As the current Director of Partnerships, Equality and Participation has resigned there will be a review of the role which may require some further changes in reporting lines.

### **3 Financial, Legal and Human Resource Implications**

---

#### **Financial Implications**

3.1 No financial implications as the Investing in our Future paper sought approval for additional funds to supporting the implementation. This was granted.

#### **Legal Implications**

3.2 There is an obligation to ensure that all JNC posts are established and approved for recruitment in alignment with the Constitution, Part C section 7.

#### **Human Resource Implications**

3.3 All posts once approved are supported by the Corporate Recruitment team and when permanent appointments are to be made, these will always include the participation of the JNC sub-committee.

### **4 Appendices**

---

4.1 Table of JNC posts, post holders and employment status at 1<sup>st</sup> June 2021.

<b>Report Author:</b>	<b>Name and contact details:</b>
Craig Scriven – Assistant Director HR & OD	

**Appendix 1**  
**JNC position (including Public Health consultants)**

Directorate	Job Title	Status	Comments
Chief Executives Office	Interim Chief Executive	Interim	Fixed term contract. Permanent recruitment to commence summer 2022. Commences 14 <sup>th</sup> June 2021
Chief Executives Office	Acting Chief Executive	Acting up	Acting up until 14 <sup>th</sup> June 2021 when Interim Chief Executive commences
Commonwealth Games	CWG Programme Director	Interim	Fixed Term
City Operations	Managing Director	Permanent	Recruited by JNC panel 23/4/21
City Operations	AD Street Scene	Permanent	
City Operations	AD Regulations and Enforcement	Interim	
City Operations	AD Neighbourhoods	Permanent	
City Housing	Managing Director	Permanent	Recruited by JNC panel 23/4/21
City Housing	AD Housing Services and support	VACANT	Act up interviews during June with permanent process commenced
City Housing	AD Housing Management	VACANT	Act up interviews during June with permanent process commenced
Inclusive Growth	Acting Director of Inclusive Growth	Acting up	
Inclusive Growth	AD of Development	Acting up	
Inclusive Growth	AD of Housing Development	VACANT	Currently out to recruitment to permanent role, short term acting up arrangement in place
Inclusive Growth	AD of Planning	VACANT	
Inclusive Growth	AD of Property Services	Permanent	
Inclusive Growth	AD of Transport & Connectivity	Permanent	
Inclusive Growth	AD of Highways & Infrastructure	Permanent	
Inclusive Growth	AD of R2Z	VACANT	Currently out to recruitment to permanent role

Adult Social Care	Director of Adult Social Care	Fixed term contract	
Adult Social Care	Acting Director of Adult Social Care	Acting up	Acting up until Director of Adult Social Care returns to the post following the commencement of the Interim Chief Executive
Adult Social Care	AD of Commissioning	Permanent	
Adult Social Care	AD of Workforce	Permanent	
Adult Social Care	AD of Delivery	Permanent	
Adult Social Care	AD of Quality & Improvement	Permanent	
Education & Skills	(Interim) Director of Education & Skills	Interim	Will remain interim until post is recruited permanently. Post going out to recruitment in the coming weeks
Education & Skills	AD of Education & Early Years	Permanent	
Education & Skills	AD of Inclusion & SEND	Permanent	
Education & Skills	AD of Skills & Employability	Acting up	Post going out to recruitment in the coming weeks
Education & Skills	AD of Commissioning	Interim	
Education & Skills	Transformation Director: Childrens Services	Interim	To conclude the transformation activity within Education and Skills
Council Management	Director of Council Management	Interim	Will remain interim until post is recruited permanently. Post going out to recruitment in the coming weeks
Council Management	Director of Digital & Customer Services	Permanent	
Council Management	AD of ICT & Digital	VACANT	Out to recruit. Target completion 1 <sup>st</sup> October 2021
Council Management	AD of Customer Services & Business Support	Permanent	
Council Management	AD of Revs & Bens	Permanent	
Council Management	Director of Legal & Democratic	Acting up	AD of Legal acting up.
Council Management	AD of Legal	Interim	Back fill for post vacated to fulfil Director of Legal & Democratic post.

Council Management	AD of Governance	Permanent	
Council Management	Director of HR	Permanent	
Council Management	AD of Corporate HR	Acting up	
Council Management	AD of OD	Permanent	
Council Management	AD of Service Finance	Permanent	
Council Management	AD of Development & Commercial	Permanent	
Council Management	Assistant Director of Procurement	VACANT	Seeking an interim in the short term followed by a permanent appointment
Council Management	AD of Audit	Permanent	
Partnerships, Equalities & Participations	Director of Partnerships, Equalities & Participations	Permanent	Leaving to take up a CEX post elsewhere. Post being re-scoped.
Partnerships, Equalities & Participations	Director of Public Health	Permanent	
Partnerships, Equalities & Participations	Assistant DPH Wider Determinants	Leaving	Post out to recruitment – process planned during July 2021
Partnerships, Equalities & Participations	Assistant DPH Population	Permanent	
Partnerships, Equalities & Participations	Assistant DPH Population	Interim	

Partnerships, Equalities & Participations	Assistant DPH Health Protection & Environmental Health	Permanent	
Partnerships, Equalities & Participations	Consultant in Public Health (Future Parks)	Fixed term contract	Fixed term funding
Partnerships, Equalities & Participations	Assistant DPH Test & Trace	Interim	Currently grant funded until 30.09.21
Partnerships, Equalities & Participations	Consultant in Public Health (Governance and Surveillance)	Interim	Currently grant funded until 30.09.21
Partnerships, Equalities & Participations	Consultant in Public Health (Communication & Engagement)	Interim	Currently grant funded until 30.09.21
Partnerships, Equalities & Participations	Consultant in Public Health (Health Protection Response)	Interim	Currently grant funded until 30.09.21
Partnerships, Equalities & Participations	AD of Corporate Communications	Permanent	
Partnerships, Equalities & Participations	AD of Community Safety	Permanent	