

London Borough of Waltham Forest

Report Title	Senior Management Restructure
Meeting / Date	Cabinet, 22 February 2024
Cabinet portfolio	Councillor Grace Williams, Leader of the Council
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Wards affected	None
Public access	Open
Appendices	Appendix A: Creating Stronger Communities
1.	Summary
1.1	This report seeks approval to changes being proposed in the Council's Senior Management restructure. No changes proposed to reporting lines require formal consultation under the Council's Policy for Managing Change at this stage.
2.	Recommendations
2.1	Cabinet is recommended to:
2.1.1	Agree the new directorate 'Stronger Communities' within the Deputy Chief Executive's portfolio as set out in the Appendix A 'Creating Stronger Communities'
2.1.2	Agree the following changes to the Council's Senior Management Structure: <ul style="list-style-type: none">• Deletion of the position Strategic Director People – DCS/DASS• Creation of Strategic Director Children Services (DCS)• Creation of Strategic Director Adult Services (DASS)• The post of Corporate Director of Strategy and Change report to the Chief Executive• The post of Corporate Director of Communications and Campaigns report to the Chief Executive• The post of Corporate Director of Culture & Workforce Development report to the Chief Executive

3. Proposals

3.1 The Chief Executive has reviewed the pressures and work programme of the People directorate with members over the last few weeks and has decided that the Council needs to bring in additional capacity at a senior officer level to lead and manage the number of high profile opportunities and challenges that face the services now and in the future. It is therefore recommended to permanently split the People's Directorate and create a separate Strategic Director of Children's Services and a Strategic Director of Adult Social Care.

3.2 The following table sets out the changes.

Deleted Posts			
Post Name	Grade	FTE	Status
Strategic Director People	SD1	1.00	Permanent
Created Posts			
Post Name	Grade	FTE	Status
Strategic Director Children Services	SD*	1.00	Permanent
Strategic Director Adult Services	SD*	1.00	Permanent

**subject to job evaluation*

4. Options & Alternatives Considered

4.1 The alternative option is to retain the existing structure and recruit to the to-be vacant Strategic Director People. This option does not provide sufficient strategic and leadership capacity required in a period ahead that holds numerous and heightened budget and service delivery challenges for our residents.

5. Council Strategic Priorities (and other National or Local Policies or Strategies)

5.1 None.

6. Consultation

6.1 No consultation period is required for these changes under the Council's Policy for Managing Change. The proposal is to delete what will be a vacant post and create two Strategic Directors who will take over line management of services currently reporting to the Strategic Director People post.

- 6.2 Appointment to the new roles of Strategic Director Children Services (DCS) and Strategic Director Adult Services (DASS) will be made by a formal staffing committee as is required for all Chief Officer roles.

7. Implications

7.1 Finance, Value for Money and Risk

- 7.1.1 The deletion of the Strategic Director People post will result in a saving of c. £210,860 per annum (including on-costs).
- 7.1.2 The creation of the new Strategic Director Children Services and Strategic Director Adult Services will result in a cost of c. £420,000 per annum (including on-costs).
- 7.1.3 Therefore, the changes proposed of the Senior Management restructure will result in an additional costs of c. £210,000 per annum (including on-costs). For 2024/25, this will be funded from contingency and incorporated within the 2025/26 budget for future years
- 7.1.4 Any future funding requirements for Mission Waltham Forest will be subject to a separate Business Case.
- 7.1.5 The Chief Executive is confident that the new structure is robust and will provide effective strategic leadership and stewardship to the discharge of the respective statutory roles for safeguarding children (DCS) and vulnerable adults (DASS) by the creation of two strategic directors roles with separate statutory responsibilities, with the consequential deletion of the current Strategic Director of People post.

7.2 Legal

- 7.2.1 Changes to the Chief Officer Structure is a Cabinet decision, if agreed the Chief Officer Structure set out in Part 11 of the Council's Constitution will be updated accordingly.
- 7.2.2 The Council has power under s.112 of the Local Government Act 1972 to employ staff on such terms and conditions of employment as it sees fit. The Council has delegated authority for the exercise of its powers under s.112 to the Staffing Committee in respect of the appointment of Chief Officer roles.
- 7.2.3 As set out in the report no changes are proposed under that require consultation at this stage in accordance with the Council's Policy for Managing Change. Consultation will be required at the point the proposals for further changes to the Council's Senior Management Structure where those proposals trigger an obligation to consult.

7.3 Equalities and Diversity

- 7.3.1 The Council has launched an Inclusion Action plan which underpins our approach to Equality, Diversity and Inclusion. In fulfilling these key roles we will follow these principles and work with recruitment partners to ensure successful candidates share our vision and commitment to reducing inequalities. Sustainability (including climate change, health, crime and disorder)

7.3.2 The proposals outlined in this report have no impact on sustainability.

7.4 Council Infrastructure

7.4.1 There are no direct infrastructure issues. Officer support for recruitment to the new roles will be provided by existing Corporate Development resource.

Background Information (as defined by Local Government (Access to Information) Act 1985)

Not applicable