

REPORT TO: East Lothian Council

MEETING DATE: 25 June 2013

BY: Chief Executive

SUBJECT: Revision to Chief Officer Structure

1 PURPOSE

- 1.1 To recommend to the Council a revision to the chief officer structure.

2 RECOMMENDATIONS

- 2.1 That the Council does not appoint to the post of Executive Director (Services for People).
- 2.2 To revise the roles of the remaining current Executive Directors.
- 2.3 To redesignate the remaining Executive Directors as Depute Chief Executives.
- 2.4 To approve the appointment of David Small as Director of East Lothian Health and Social Care Partnership, jointly accountable to the Council and to NHS Lothian, reporting to the Chief Executive of the Council and to the Chief Executive of NHS Lothian.

3 BACKGROUND

- 3.1 The current Executive Director (Services for People), Don Ledingham, has resigned his post and will leave the Council at the end of July 2013. This is a shared post with Midlothian Council. We wish him every success in his new role and thank him for his many years of service.

Consideration has been given to the options available to the Council in the light of this recommendation.

Following discussion with the Council Management Team, a reallocation of responsibilities among this grouping would enable the ten chief officers to provide the strategic leadership to staff and stakeholders, and support

to Elected Members, to pursue the delivery of the Council Plan and the longer-term Single Outcome Agreement. The roles of the remaining two Executive Directors will change to reflect the wider all-Council responsibilities these individuals will undertake. They will work with the Chief Executive to provide leadership and strategic direction, and ensure that services adopt a corporate approach.

Whilst they will have specific operational responsibility for a portfolio of service areas, the key purpose of the role is to ensure that services adopt a collaborative approach, thereby ensuring that the Council's objectives as set out in the Council Plan are met.

They will deputise for the Chief Executive when required, ensuring that all Council services are developed and delivered in accordance with the Council's strategic objectives.

The Council has an ambitious plan and vision for East Lothian. Greater partnership working, improved work practices, greater integration of Council services and improved performance will be part of the focus of that work. Given this wider role with responsibility for all Council projects, it is recommended that the two remaining Executive Directors should be designated Depute Chief Executives with the responsibilities outlined in Appendix 1.

- 3.2 In addition to these changes the Council, together with NHS Lothian, has appointed David Small to the new role of Director Health & Social Care. The process for this recruitment exercise was approved by Council in April and Mr Small will take up his new role in August. The Council is asked to approve this appointment.

The Director of Health and Social Care will be a member of the Council Management Team and the Head of Adult Wellbeing will report to this post.

- 3.3 Representatives of UNISON, EIS and SSTA have been consulted on the proposals. They expressed an opinion that they would prefer to see someone with an education background at senior management level in the organisation. In the course of discussions it was acknowledged that there is a wealth of knowledge and expertise in the field of education across our schools as well as in John Muir House and we will continue to harness this in the pursuit of Council priorities and the achievement of the best outcomes possible for our young people. In addition, in response to the views of trade union representatives it was agreed that an increased emphasis would be placed on effective communications with and between schools, staff, trade unions as well as parents on future changes and developments. The Chief Executive also gave an undertaking to continue to review and refine operational arrangements in the light of ongoing changes taking place within education and the wider public sector.

4 POLICY IMPLICATIONS

4.1 There are no policy implications in this report.

5 EQUALITIES IMPACT ASSESSMENT

5.1 This report is not directly applicable to the well being of equalities groups and an Equality Impact Assessment is not required.

6 RESOURCE IMPLICATIONS

6.1 Financial – If accepted, these proposals will enable the Council's share of salary for Executive Director (Services for People) to be redirected to cover its share of the costs of the new post of Director of Health and Social Care.

6.2 Personnel – 3.3 gives details of discussions with Trades Unions. Also see Appendix 1.

6.3 Other – We are continuing to work in partnership with Midlothian and opportunities for improvements and efficiencies are being developed.

7 BACKGROUND PAPERS

7.1 New structure chart attached.

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