



**SENIOR MANAGEMENT ARRANGEMENTS**

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**Jane Robinson, Chief Executive**

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**EXECUTIVE SUMMARY**

1. The purpose of this report is to seek approval of interim arrangements to cover the role of Strategic Director, Care, Wellbeing & Learning (including the statutory roles of director of children's services and director of adult social services) pending a permanent appointment; and the deletion of the post of Strategic Director, Policy, Growth & Transformation (also Assistant Chief Executive).
2. The Council continues to face a number of major challenges in managing significant budgetary pressures, whilst meeting increasing demand. It is the responsibility of the Chief Executive to ensure the Council is able to meet these challenges, and deliver the Council's priorities and objectives, by having the right skills and capacity in the right places across the organisation.
3. The organisational structure of the Council has changed significantly and it is acknowledged that the Council's management structures and resourcing need to be kept under review to meet changes in both demand and the policy context in which the Council operates.
4. A new model for the Care, Wellbeing & Learning service group has been developed in consultation with partner agencies, the workforce and trade unions and will be brought forward for consideration in the new year. However in light of the retirement of the current Strategic Director, Care, Wellbeing & Learning Services, it is proposed that Alison Elliott be appointed to this post on an interim basis.
5. The report in the new year will also recommend arrangements for the re-allocation of those functions currently the responsibility of the Strategic Director, Policy, Growth & Transformation (also Assistant Chief Executive), should the deletion of this post be agreed.
6. The Cabinet has considered the facts and issues arising from the report including alternative options and took all relevant advice before formulating their recommendation.

**RECOMMENDATIONS**

7. It is recommended that Council:
  - i) appoints Alison Elliott on an interim basis to the post of Strategic Director, Care, Wellbeing & Learning, pending a permanent appointment being made

ii) agrees that the post of Strategic Director, Policy, Growth & Transformation be deleted from the Council's senior management structure.