

FULL COUNCIL REPORT

Date Written	24 th November 2014
Report Author	Gareth Chapman
Service Area	Chief Executive
Exempt/Non Exempt	Non Exempt
Committee Date	3 rd December 2014

To: Mayor, Ladies and Gentlemen

Merthyr Tydfil County Borough Council – Interim Senior Management Structure – Community Services Directorate

PURPOSE OF THE REPORT:

To seek Council approval for further interim management arrangements in the Community Services Directorate.

1.0 INTRODUCTION AND BACKGROUND

- 1.1 Councillors will recall the report that was presented and agreed in July 2014 outlining an interim structure for the council as a result of a range of changes that had occurred. At this time it was envisaged that a permanent senior structure would be brought to council for approval in the autumn of 2014.
- 1.2 At this time it was also agreed that the Chief Executive would be given delegated authority to make interim arrangements for the appointment to the role of Statutory Director of Social Services in consultation with the Leader of the Council and Cabinet Member for Social Services and Social Regeneration and that a manager for the Alternative Service Delivery Model (ASD) be appointed from the existing Heads of Service in accordance with Council's policies and procedures.
- 1.3 Following this the Head of Children's Services agreed to undertake the post of statutory Director of Social Services on an interim basis alongside a secondment arrangement being out in place to cover the Head of Children's Services post. The

remaining senior level duties of the former Corporate Director of Community Services were absorbed by the Chief Education Officer and Assistant Director Social Re-generation.

1.4 The Community Services Directorate therefore consists of;

- Chief Social Services Officer – Statutory Director of Social Services
- Chief Education Officer – Statutory Chief Education Officer
- Assistant Director Social Regeneration – Statutory Lead Director for Children and Young People

2.0 FURTHER INTERIM ARRANGEMENTS

2.1 During this time work has been undertaken to refine a job role for a Chief Social Services Officer which will include the functions of the statutory Director of Social Services. This post was subsequently advertised, did not attract sufficient applicants to proceed to interview and will now be re-advertised. Due to the current interim Director of Social Services leaving the organisation further interim management arrangements for Social Services need to be put in place. We have been successful in recruiting an experienced ex-Director to fulfil the functions of Statutory Director and manage Social Services for up to six months while we recruit to the post on a permanent basis.

2.2 The post of Head of Children's Services has also been advertised and a permanent appointment is hopefully to be made shortly.

2.3 The Council Constitution provides a scheme of delegation some of which are allocated to the Corporate Director of Community Services. In order to ensure the effective and efficient running of services within the Directorate, in the interim, I would propose that each of the roles mentioned in 1.4 above be delegated such powers in the current scheme of delegation as are applicable to these areas of service delivery.

3.0 FINANCIAL IMPLICATION(S)

3.1 There are no negative financial implications as a result of this report since the interim and permanent appointments made are within the existing budget allocation.

4.0 SINGLE INTEGRATED PLAN AND SUSTAINABILITY IMPACT SUMMARY

4.1 The Single Integrated Plan & Sustainability Impact Assessment has been completed and the proposals positively impact on all of the aspects of the Corporate Plan and Single Integrated Plan. No negative impacts have been identified.

5.0 EQUALITY IMPACT ASSESSMENT

5.1 An Equality Impact Assessment (EqIA) screening form has been prepared for the purpose of this report. It has been found that a full report is not required at this time.

The screening form can be accessed on the Council's website/intranet via the 'Equality Impact Assessment' link.

6.0 RECOMMENDATION(S) that

- 6.1 The further interim arrangements for the management of Social Services and the role of Statutory Director of Social Services be agreed.
- 6.2 The roles mentioned in 1.4 above be allocated such delegated powers as are contained in the Scheme of Delegation applicable to each area of service delivery.

**GARETH CHAPMAN
CHIEF EXECUTIVE**

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Appendix 1 – MTCBC Interim Structure	June 2014	BCU
EqIA – MTCBC Interim Structure	June 2014	BCU
Single Integrated Plan & Sustainability Impact Assessment	June 2014	BCU

Consultation has been undertaken with the Corporate Management Team in respect of each proposal(s) and recommendation(s) set out in this report.