

FULL COUNCIL REPORT

Date Written	25 th March 2015
Report Author	Gareth Chapman
Service Area	Chief Executive
Exempt/Non Exempt	Not exempt
Committee Date	25 th March 2015

To: Mayor, Ladies and Gentlemen

ORGANISATIONAL STRUCTURE 2015

PURPOSE OF THE REPORT:

1. To recommend to Council the confirmation of Lorraine Buck as Corporate Director (People & Performance) from 1st April 2015 following interview by the Member Panel on 23rd March 2015; and
2. To update on progress to implement the organisational structure following Council agreement on the 11th March 2015.

1.0 CORPORATE DIRECTOR (PEOPLE & PERFORMANCE)

- 1.1 Council agreed a new organisational structure at its meeting on 11th March 2015.
- 1.2 The Member Appointments Panel met on 23rd March 2015 to interview for the post of Corporate Director (People & Performance)
- 1.3 The responsibilities of the post are as detailed below :

Corporate Functions

- Performance
- Scrutiny
- Cultural Change
- Workforce Development

Service Functions

- Wellbeing & Poverty
- Learning
- Social Care
- Prevention & Early Intervention

The post holder is also the designated Lead Director for Children & Young People under the Children's Act in Wales (2004)

- 1.4 Candidates were interviewed for the post of Corporate Director (People & Performance) and the Member Panel agreed to recommend to Council that Lorraine Buck be appointed on a permanent basis to the post commencing from the 1st April 2015 subject to the normal checks.

2.0 OTHER POSTS

- 2.1 Following advertisement of the post of Head of Human Resources and Organisational Development and interviews on the 24th March 2015, the post was offered to Lisa Jones, currently Interim Head of Human Resources.
- 2.2 Following advertisement of the post of Chief Officer (Social Services)/designated Director of Social Services and interviews on the 25th March 2015, the post was offered to Lisa Curtis-Jones currently Head of Children Services
- 2.3 The initial slotting and matching process for the posts in the organisational structure has been completed by the Chief Executive and affected staff will be notified of the outcomes in the next few days
- 2.4 Where there is a need for interviews for any of these posts, this will occur over the next four weeks.

3.0 RECOMMENDATIONS

- 3.1 The appointment of Lorraine Buck as Corporate Director (People & Performance) from 1st April 2015 subject to the normal checks be confirmed
- 3.2 The appointments of Lisa Jones as Head of Human Resources & Organisational Development and Lisa Curtis-Jones as Chief Officer (Social Services) from the 1st April 2015 subject to the normal checks be noted.
- 3.3 An update on the implementation of the organisational structure from the Chief Executive be provided to the scheduled full Council meeting on 22nd April 2015

GARETH CHAPMAN
CHIEF EXECUTIVE

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Full Council 11 th March 2015	Document to be cleared	