

Agenda Item 4
CO/06/19

Report title: Delegation of Head of Service appointments in Organisational Development and People	
Report to: Appointments Sub-Committee of the Committee to Determine the Terms and Conditions of Employment of Chief and Deputy Chief Officers	
Report author: Gavin Jones, Chief Executive	
Date: 27 November 2019	For: Decision
Enquiries to: Pam Parkes, Director, Organisation Development and People or Alison Woods, Head of People Business Partnering & Employment Practice	
County Divisions affected: All Essex	

1. Introduction

- 1.1 The purpose of this report is to make recommendations to the Sub-Committee about temporary changes to delegations pending the February 2020 Council meeting in order to facilitate a restructure of head of service posts reporting to the Director, Organisation Design and People.

2. Recommendations

- 2.1 Agree that the Director, Organisation Design and People may appoint and dismiss head of service roles within her service until the February 2020 meeting of the Council.
- 2.2 Note that any proposal to appoint or dismiss any person will be subject to prior consultation with the Cabinet in all cases.

3. Proposal

- 3.1 Under paragraph 22.4 of the Council's Constitution, appointments of Deputy Chief Officers are delegated to the Committee to Determine the Terms and Conditions of employment of Chief and Deputy Chief Officers.
- 3.2 In most services the Chief Officers are the Executive Directors and the Deputy Chief Officers are directors.
- 3.3 However, the statutory definitions of 'chief officer' and 'deputy chief officer' mean that uniquely, because the Director, Organisation Design and People reports directly to the Chief Executive, the heads of service reporting to this Director are deputy chief officers.

- 3.4 When the previous restructure was implemented in 2016/17 it was agreed that these posts would be an officer appointment, but that delegation only lasted for that restructure.
- 3.5 The Director, Organisation Development and People has recently launched a redundancy consultation on a proposed new structure, and it is anticipated that there will be a need to undergo a selection process to appoint to Heads of Service roles and therefore a need to appoint and, possibly dismiss, heads of service.
- 3.6 The table below shows current and proposed heads of service roles. This is shown for information because the new structure is subject to consultation:

Current post and grade	Proposed (subject to consultation)
Head of Service Design Grade C	Head of Organisation Development & Talent Management (anticipated grade B2)
Head of Organisational Effectiveness Grade B2	Head of Business Design & Continuous Improvement (anticipated grade B2)
Head of Leadership & Talent Grade C	

- 3.7 Members are not usually involved in decision making for head of service posts at ECC. Given the proposed restructure, the Chief Executive is asking for appointment and dismissal of these posts should be delegated to officers
- 3.8 Because this requires a change to the constitution to be implemented for longer than six months it is proposed to implement this until the February Council meeting when it is proposed that full Council will be asked to make this change.
- 3.9 It should be noted that any proposal to appoint or dismiss any chief officer or deputy chief officer is required to be notified to all members of the Cabinet to give them an opportunity to comment or object. The appointing person must consider any comments before making a final decision. Since this is a statutory process, all such proposals in OD&P would continue to be notified to all cabinet members.