

HR Committee

18 March 2025



Report of: Director: Workforce and Change

Title: Senior Leadership recruitment update

Ward: N/A

Officer Presenting Report: Steph Griffin

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Recommendation

That the Committee notes the report on the revised senior leadership structure and recruitment.

The significant issues in the report are:

The Chief Executive is implementing a change to the council's senior leadership structure and will be recruiting to the following roles in the senior leadership team:

Director: Commissioning Services – Adult Social Care

Director: Strategy, Transformation, Quality and Commissioning – Children's and Education

HR Committee approved the standard terms and conditions of employment for the roles of Chief Executive, Executive Directors and Directors at its meeting in June 2024.



Policy

1. Full Council has delegated to the HR Committee the responsibility for setting the terms and conditions of employment for the Chief Executive, Executive Directors and Directors.
2. The Chief Executive (designated as Head as Paid Service) considers and makes decisions on the overall senior leadership structure.
3. Any changes affecting staff will be consulted on in line with the Council's Managing Change policy.

Consultation

4. **Internal**
This decision has been made by the Chief Executive in consultation with the Leader and relevant Policy Committee Chairs.
5. **External**
None.

Context

6. The Chief Executive has reviewed the current senior leadership structure and is taking steps to move away from current interim arrangements to recruit to two new permanent roles which will create stability and additional capacity across the senior leadership structure.
7. In considering the future needs of the organisation, the scale of transformation work required and the level of investment in place to deliver it – in particular in the Adults and Communities and Children and Education directorates, two new roles are being recruited to. These are:

Director: Commissioning Services - Adult Social Care

This will replace the existing interim Deputy Director role and will oversee the commissioning of adult social care services for Bristol (annual net spend of c.£210m) to ensure sufficiency, quality, cost and best value. The role will also support the significant transformation programme that is underway across Adult Social Care which seeks to deliver over £20m savings in the upcoming five years, building upon existing initiatives to develop preventative strategies to enable people to avoid recourse to long-term and institutional care services, through whole system transformational developments, housing-based services, use of technology enabled care solutions, and through partnership with the voluntary and community sector, and non-statutory organisations.

Director: Strategy, Transformation, Quality & Commissioning - Children and Education

This role will replace the current interim Transformation Director role to put in place the necessary leadership capacity to deliver the ambitious Families First transformation programme which will deliver £36m of savings over the next 5 years. The role will direct and facilitate the design and implementation of the Families First transformation and savings programmes, along with a new operating model. The role will be responsible for strategic leadership of performance, quality assurance, safeguarding, strategy and partnerships across

the system for children's services and education directorates.

8. As there are no staff at risk as a result of this proposal, formal consultation under the Council's Managing Change is not required.
9. Recruitment to these roles will shortly get underway and the appointments will be made by a Selection Committee.
10. Full Council has delegated to the Human Resources Committee the function of setting the terms and conditions of employment for the Chief Executive, Executive Directors and Directors. HR Committee approved the standard terms and conditions of employment for these roles at their meeting of 24 June 2024.
11. HR Committee also have the responsibility to consider the workforce implications of any proposal from the Chief Executive to change the organisational structure of the Council where Executive Directors or Directors may be at risk of redundancy. However, there is no-one at risk at redundancy as a result of this proposal.
12. It should be noted that the starting salary for these appointments will be a decision for Selection Committee in accordance with their terms of reference and the Council's Pay Policy Statement.

Proposal

13. That the Committee notes the report on the revised senior leadership structure and recruitment.

Other Options Considered

14. None.

Risk Assessment

15. None.

Public Sector Equality Duties

- 16a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following "protected characteristics": age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
 - i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
 - remove or minimise disadvantage suffered by persons who share a relevant protected

characteristic;

- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
- tackle prejudice; and
 - promote understanding.

16b) An Equality Impact Assessment has not been completed as no change in policy or procedure is proposed.

Legal and Resource Implications

Legal

There are no specific legal implications arising from this report which is for noting.

Advice provided by Husinara Jones, Team Manager/Solicitor 6 March 2025

Financial

(a) Revenue

“The Director: Commissioning Services – Adult Social Care role will replace the current interim Deputy Director role and is therefore mostly provided for within existing General Fund Employee revenue budget already, with the balance being met from across the wider Adult Social Care budget envelope. The Director: Strategy, Transformation, Quality and Commissioning – Children’s and Education role will replace the current Interim Transformation Director role and will initially be funded from the Transformation Reserve, however, alternative funding will need to be agreed longer term. The expectation is that the additional cost of the role will be balanced by delivery of savings achieved through the Families First transformation programme. Any pressure arising from recruitment costs will need to be contained within the relevant service budget.”

Advice provided by Kathryn Long, Finance Business Partner – Resources, 10 March 2025

Land

Not applicable.

Personnel

There are no HR implications of the recommendation because the report is for noting only.

Advice provided by James Brereton (Head of Human Resources), 10 March 2025

Appendices:

None

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.