

## **SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Council **DATE:** 28<sup>th</sup> September 2017

**CONTACT OFFICER:** Roger Parkin, Interim Chief Executive  
**(For all enquiries)** (01753) 875017

**WARD(S):** All

### **PART I** **FOR DECISION**

#### **SENIOR MANAGEMENT RESTRUCTURING - APPOINTMENT TO STATUTORY ROLES OF DIRECTOR OF ADULTS AND COMMUNITIES AND DIRECTOR OF FINANCE AND RESOURCES (151 OFFICER)**

##### **1 Purpose of Report**

To advise the Council of the appointments of Directors following the recent Senior Management Restructuring and to approve the appointment of Directors to Statutory Roles.

##### **2 Recommendation**

The Council is requested to resolve:

- (a) That the appointment of Alan Sinclair to the statutory role of Director of Adults and Communities be approved and confirmed with effect from 2<sup>nd</sup> October 2017.
- (b) That the appointment of Neil Wilcox to statutory role of Director of Finance and Resources (Section 151 Officer) be approved and confirmed with effect from 2<sup>nd</sup> October 2017.
- (c) That the appointment of Joe Carter as Director of Regeneration with effect from 2<sup>nd</sup> October 2017 be noted.
- (d) To note that the vacant post of Director of Place and Development is currently being recruited to.

##### **3 The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

The purpose of the review of the Council's senior management structure was to ensure the infrastructure and resources were in place to support the vision for residents and businesses of Slough as outlined in the Five Year Plan 2017-2021. The central theme of the vision is 'putting people first', by joining up resources to focus on shared priorities, thereby working as 'One Council'. This is to be achieved by being more inclusive and transparent in decision-making and service-provision and being accountable to local residents and businesses.

##### **4 Other Implications**

###### **(a) Financial**

Funding for these posts is earmarked in the budget.

## (b) Human Rights Act and Other Legal Implications

Every Authority with responsibility for Social Care is required to appoint to the statutory role of Director of Adult Social Services (DASS). The Council is required to appoint to this statutory role to fulfil statutory functions and comply with the requirements of the Local Government and Housing Act 1989 and Section 6 of the Local Authority Social Services Act 1970.

In accordance with the Local Government Act 1972, there is a statutory requirement on the Authority to designate an officer as the Section 151 Officer/Chief Finance Officer. The Section 151 Officer, along with the Head of Paid Service and the Monitoring Officer combine to form the Council's Statutory Officer functions. These roles are key to ensuring lawfulness, fairness, probity and general good governance that support the council in achieving its aims. The Local Government and Housing Act 1989 requires that the post holder is a member of one of the CCAB accountancy bodies.

## 5 Supporting Information

### Background

- 5.1 The restructure streamlines the management structure, creating a flatter structure of five new Director posts leading on five business areas, reporting to the Chief Executive.
- 5.2 The Consultation closed on 21<sup>st</sup> August 2017. The new structure was confirmed and implementation of the new structure commenced with formal interviews for three of the four vacant director posts taking place on 7<sup>th</sup> and 11<sup>th</sup> September.

### **Director of Adults and Communities**

- 5.3 This Directorate's focus is to support the most vulnerable people in Slough by engaging with partners to provide joined-up community services. This will help reduce inequalities by targeting appropriate interventions through public health, adult social care, regulated services, community and leisure services, adult learning and improved life-style programmes. These services support the council's priorities of improving health and well being and increasing life expectancy so that '*our people will become healthier and will manage their own health, care and support needs*'.
- 5.4 The interview process for this post consisted of a presentation and interview to an Officer Panel and an interview by the Appointments Sub Committee. Interviews were conducted on Thursday 7<sup>th</sup> and Monday 11<sup>th</sup> September 2017. Following this process the Appointments Sub Committee recommended that an offer of appointment to the above post be made to Alan Sinclair, subject to Executive confirmation and satisfactory pre-employment clearances. Alan Sinclair has been the Director Adult Social Care since December 2016.
- 5.5 Members of the Executive have been formally notified in accordance with the provisions of the Constitution and no objection has been received to the proposal.
- 5.6 Following the appointment of Alan Sinclair to the post of Director of Adults and Communities, as a Statutory role, it is necessary to receive formal approval from the Council.

## **Director of Finance & Resources (Section 151 Officer)**

- 5.7 This Directorate encompasses the traditional 'corporate functions' of the council; it will provide streamlined support to all service areas. The directorate will provide expertise and synergies across the Council's finance, organisational development and human resource services, legal services and digital and information technology teams; ensure sound governance and strategy development via policy and performance, democratic services, legal services, fraud and procurement; and coordinate and present effective communications to residents, customers and partners via the customer and communications team.
- 5.8 The interview process for this post consisted of a presentation and interview to an Officer Panel and an interview by the Appointments Sub Committee. Interviews were conducted on Thursday 7<sup>th</sup> and Monday 11<sup>th</sup> September 2017. Following this process the Appointments Sub Committee recommended that an offer of appointment to the above post be made to Neil Wilcox, subject to Executive confirmation and satisfactory pre-employment clearances. Neil Wilcox has been the Assistant Director Finance and Audit since October 2016.
- 5.9 Members of the Executive have been formally notified in accordance with the provisions of the Constitution and no objection has been received to the proposal.
- 5.10 Following the appointment of Neil Wilcox to the post of Director of Finance and Resources, as a Statutory role, it is necessary to receive formal approval from the Council as this post is designated as the Council's Section 151 Officer. It is recommended that Council formally confirm the appointment of Neil Wilcox as the Council's Section 151 Officer with effect from 28<sup>th</sup> September 2017. Mr Wilcox holds the necessary professional qualifications to undertake the role.

## **Role and Duties of the Section 151 Officer**

- 5.11 The Council's Constitution sets out the main duties of the Section 151 Officer as:-
- Ensuring lawfulness and financial prudence of decision making;
  - Administration of financial affairs;
  - Contribution to corporate management;
  - Providing advice;
  - Providing financial information.

The Section 151 Officer should have a close working relationship with the other two statutory officers – the Head of Paid Service and the Monitoring Officer.

## **Director of Regeneration**

- 5.12 This new Directorate will lead the planning and delivery of major Regeneration and capital projects in the Borough, including residential, commercial, infrastructure and transport schemes, in close collaboration with Slough Urban Renewal. It will manage the Council's response to major local, regional and national regeneration and infrastructure initiatives, such as the development of major Town Centre sites and Heathrow expansion in order to maximize their benefit to the borough. The new directorate will develop effective partnership arrangements with private sector developers and Government agencies to ensure the successful development and regeneration of the town.

- 5.13 The interview process for this post consisted of a presentation and interview to an Officer Panel and an interview by the Appointments Sub Committee. Interviews were conducted on Thursday 7<sup>th</sup> and Monday 11<sup>th</sup> September 2017. Following this process the Appointments Sub Committee recommended that an offer of appointment to the above post be made to Joe Carter, subject to Executive confirmation and satisfactory pre-employment clearances. Joe Carter has been the Assistant Director of Assets, Infrastructure and Regeneration since October 2013
- 5.14 Members of the Executive have been formally notified in accordance with the provisions of the Constitution and no objection has been received to the proposal.

### **Director of Place and Development**

- 5.15 This Directorate brings together those services within the Council which are central to the building of Slough as a place to live, work, rest and play. This includes Neighbourhood services to council tenants and leaseholders, regulation of private sector landlords, providing services to homeless people, implementing the Council's Housing Strategy and maximising the development of affordable housing in the borough. It also encompasses the Council's statutory Planning and Building Control functions, operational transport issues and management of the Council's building assets. The directorate will also host the new in house Environment service providing waste collection and management services, street cleaning and grounds and highways maintenance.
- 5.16 The Director of Place and Development is currently being recruited.

### **Director of Children, Learning and Skills**

- 5.17 This Directorate focuses on the safeguarding and championing of children within the council land across the borough. This includes commissioning high quality support for vulnerable children; enabling access to high quality school and early education places and providing system leadership of education to maintain high standards and close gaps for the most vulnerable children including those with special educational needs. This supports the council's priority of protecting vulnerable children and that *'our children and young people will have the best start in life and opportunities to give them positive lives'*
- 5.18 Cate Duffy the Director of Children, Learning and Skills was matched into this post. Cate Duffy has been Director of Children, Learning and Skills since April 2017.

## **6 Conclusion**

The Council is committed to appointing permanent officers to Director and statutory officer roles. The restructure seeks to ensure that the Council is fit for purpose for the foreseeable future taking into account the financial challenges local government is facing and generating income from attracting new business, investment and partnership working, delivering services in a more flexible way and reducing tiers of management.

## **7 Background Papers**

None.