

10.00am, Thursday 19 November 2015

Executive Management Structure

Item number	8.2
Report number	
Executive/routine	
Wards	

Executive Summary

Council approved the Executive Structure at its meeting on 25 June 2015 as part of the Council's Transformation Programme. Executive Directors, reporting to the Chief Executive Officer (CEO) are collectively known as Tier 1 of the structure. Tier 2 of the structure (posts which report into Executive Directors) is also now in place.

There are currently a number of vacant posts in Tiers 1 and 2 of the organisation and the Chief Executive intends to review the structure at the top level of the organisation.

This paper advises that a proposal to realign responsibilities to forge a stronger level of focus around matters of strategic importance will be brought forward to the next meeting of the Council.

Links

Coalition pledges	P30
Council outcomes	CO25
Single Outcome Agreement	SO1, SO2, SO3 & SO4

Executive Management Structure

1. Recommendations

- 1.1 Note the contents of this paper.

2. Background

- 2.1 At its meeting on 25 June 2015 Council approved an Executive Structure comprising a Chief Executive, Deputy Chief Executive, Director of Communities and Families, Director of Place, Director of City Strategy and Economy and Director of Health and Social Care. Tier 2 of the structure is also now in place

3. Main report

- 3.1 There are currently a number of vacant posts in Tiers 1 and 2 of the organisation and the Chief Executive intends to review the structure at the top level of the organisation.
- 3.2 This paper advises that a proposal to realign responsibilities to forge a stronger level of focus around matters of strategic importance will be brought forward to the next meeting of the Council.

4. Measures of success

- 4.1 A revised executive structure with a sharper focus on the future shape of Council services would ensure that ambitions for the delivery of services can be better realised.

5. Financial impact

- 5.1 Revised proposals could deliver a modest cost saving in the salary budget.

6. Risk, policy, compliance and governance impact

- 6.1 No issues.

7. Equalities impact

- 7.1 Staffing arrangements associated with the Council's Transformation Programme will adhere to the Equality Act 2010 public sector equality duty.

8. Sustainability impact

- 8.1 The Transformation programme is being progressed in line with the public bodies duties described in the Climate Change Scotland Act (2009).

9. Consultation and engagement

- 9.1 Proposals will be discussed with Executive Directors, Heads of Service and affected staff as well as Trade Unions following Council approval.

10. Background reading/external references

- 10.1 Council Transformation Progress : Status Report (Thursday 25 June 2015).
http://www.edinburgh.gov.uk/meetings/meeting/3708/city_of_edinburgh_council

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Links

Coalition pledges	P30 - Continue to maintain a sound financial position including long-term financial planning.
Council outcomes	CO25 - The Council has efficient and effective services that deliver on objectives.
Single Outcome Agreement	SO1 - Edinburgh's economy delivers increased investment, jobs and opportunities for all. SO2 - Edinburgh's citizens experience improved health and wellbeing, with reduced inequalities in health. SO3 - Edinburgh's children and young people enjoy their childhood and fulfil their potential. SO4 - Edinburgh's communities are safer and have improved physical and social fabric.