

The City of Edinburgh Council

10am, Thursday, 22 August 2019

Chief Officer roles

Executive/routine
Wards
Council Commitments

1. Recommendations

- 1.1 Council is requested to approve the following recommendation from the Chief Executive in his statutory capacity as the statutory Head of Paid Service.
- 1.2 The appointment, on a permanent basis, of the Head of Strategy and Communications with immediate effect.
- 1.3 To note that, subject to this recommendation being approved, the Council has reduced the number of Chief Officials it employs by 3 since 2018.

Andrew Kerr

Chief Executive

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Report

Chief Officer roles

2. Executive Summary

- 2.1 Council is requested to approve the following recommendation from the Chief Executive in his statutory capacity as the statutory Head of Paid Service.
- 2.2 The appointment, on a permanent basis, of the Head of Strategy and Communications with immediate effect.

3. Background

- 3.1 At its meeting on 10 December 2015, Council approved a Chief Officer/Chief Official executive management structure comprising, at Tier 1, a Chief Executive, Executive Director of Resources, Executive Director of Communities and Families, Executive Director of Place and Chief Officer of the Health and Social Care Partnership. The Tier 2 management structure contains a number of Head of Service roles reporting into the Tier 1 posts.
- 3.2 Following the Tier 2 Head of Communications post becoming vacant and the interim trialling of a combined role of Head of Strategy and Communications being undertaken by the substantive Head of Strategy and Insight, this report proposes to formally delete the vacant Chief Officer of Head of Communications and to permanently adjust responsibilities accordingly.

4. Main report

Chief Executive's Service

- 4.1 The Chief Executive's Service currently includes two directly reporting Heads of Service at Tier 2: Head of Strategy and Insight and Head of Communications.
- 4.2 Following the resignation of the Head of Communications, this post was held vacant in the Chief Officer structure and the responsibilities for the strategic leadership of the Communications team were transferred to the Head of Strategy and Insight on an interim basis, to enable a further review. The functions of policy, insight, partnerships, governance, democracy, and resilience are often aligned with communications functions in many other local authorities and the opportunity to align these activities under a single Head of Service is deemed appropriate and may lead to further economies of scale being achieved in the future.

- 4.3 Subject to approval, this proposal will reduce the Chief Executive's Service permanently from Tier 2 direct reports to one post, which would be the re-designated role of Head of Strategy and Communications.

5. Next Steps

- 5.1 The appointment, of the Head of Strategy and Communications be made permanent with immediate effect.

6. Financial impact

- 6.1 There are no financial implications arising from this report. Whilst there will be some potential revenue savings generated from the deletion of a vacant Chief Officer role, a degree of the associated funding will be utilised to make changes to the officer structures at an operational level, in accordance with the scheme of delegation.

7. Stakeholder/Community Impact

- 7.1 The proposed changes to the Chief Officer structure of the Council are wholly compliant with relevant legislative provisions and good practice.
- 7.2 There are no equality, diversity of rights impacts arising from these proposed changes
- 7.3 There are no sustainability impacts arising from these proposed changes.

8. Background reading/external references

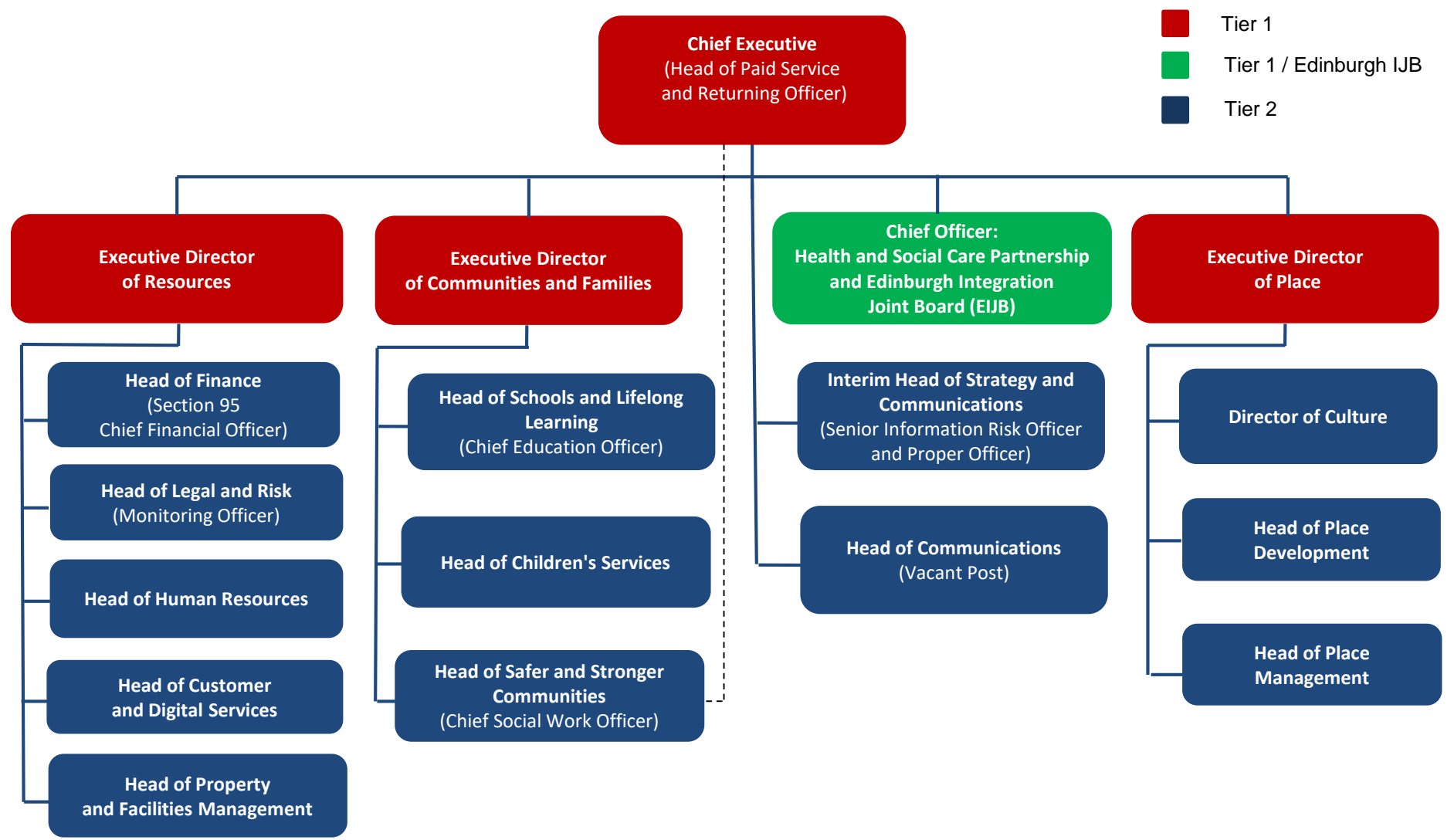
None

9. Appendices

- 9.1 Appendix 1 – Current Chief Officer Structure
- 9.2 Appendix 2 – Proposed Chief Officer Structure

Appendix 1

Current Chief Officer Management Structure



Appendix 2

Proposed Chief Officer Management Structure

