

**COUNCIL SEMINAR  
2nd June, 2015**

Present:- Councillor Read (in the Chair); Councillors Astbury, Atkin, Beck, Buckley, Burton, The Mayor (Councillor M.Clark), Cowles, Currie, Gosling, Hoddinott, Hunter, Jepson, McNeely, Parker, Pitchley, Reeder, Reynolds, Roche, Sansome, Sims, John Turner, Whelbourn, Wyatt, Alam, Evans, Hughes, Elliot and Mallinder.

**LAYING THE FOUNDATIONS - ORGANISATIONAL REVIEW.**

Councillor C. Read, Leader of the Council, and Commissioner Manzie, Managing Director, welcomed Members to the seminar.

Commissioner Manzie gave a presentation on the following areas: -

- Organisational review objectives;
- Key recruitment – cost neutral parts and some at an additional cost;
- Assistant Directors;
- Service reviews;
- The Senior Management Structure in 2014 was considered. This was compared to the management structure from February 2015 onwards and the proposed 2016/2017 senior management structure, including Council functions.

The presentation concluded by considering the implementation of the proposed changes: -

- Job descriptions and person specifications were being worked on;
- The order of recruitment was to be decided but there were clear priority posts emerging;
- Recruitment/interview panels would include both Elected Members and Commissioners;
- Certain in-house changes would also take place, including functions relating to equalities, voluntary sector liaison and performance.

Questions and discussion followed the presentation and the following areas were covered: -

Councillor Currie – How do we scrutinise this? I support Audit being brought into scrutiny. Performance and management - where does this fit in and ensure that nothing was missed by the 3 scrutiny Select Committees?

Councillor Wyatt – I welcome the Director of Public Health reporting to the CX. Where did adult safeguarding sit? Procurement at an Assistant Director level was important.

Councillor McNeely – Are the additional costs for each year or a single cost?

Answers: - Commissioner Manzie confirmed that the £218k was a one-off additional payment. It was proposed that the scrutiny function was brought into Democratic Services. Communication to Elected Members was important and would be improved. The new corporate performance framework would blend in CYPS and corporate functions.

Adult Safeguarding and Strategic Commissioning would need further thought as to its transition.

Procurement function, internal audit and IT worked well together as a joint team.

Councillor Read confirmed his support for Scrutiny as it was in everyone's interests to get things right and tight. There would be a need to sit down at some point and analyse whether it was being done well and had the correct resources.

Councillor Parker thought that there were more Assistant Director posts. Were managers being replaced with ADs?

Commissioner Manzie confirmed that there were additional AD posts within CYPS. Other posts had been backfilled and were not additional posts.

Councillor Beck hoped that in the centralising of services no service-specific links would be lost. It would be a mistake to subsume Licensing within Streetpride. The Directorate needed to have Licensing in the Director's title. It was up there with CSE as the Council's priority. City Region Collaborations – more information would be welcome.

Councillor Hughes felt there had been a dilution of support since the titular Democratic Services Manager left. Where did it the replaced role report to? Were the links to the Monitoring Officer strong enough?

Commissioner Manzie confirmed that the Democratic Services Manager would still work closely with Legal and CX. It was envisaged that the Assistant CX would be the right arm of the Elected Members. Both Legal and Democratic Services had an awful lot of work to do and priorities to meet.

Commissioner Manzie agreed that the AD title should include licensing/regulatory services. This was a very good idea and would be incorporated.

More work was anticipated on the Sheffield City Region.

## REPORT FOR INFORMATION - 02/06/15

Councillor Hoddinott referred to the Voluntary Sector Liaison Manager and welcomed the role as she felt they had had a patchy service in the past. Community Services was really important to Elected Members. Some areas had worked in silos in the past. How was competition prevented?

Commissioner Manzie explained the role of the Strat Director for Community Wellbeing and Housing, including liaison with the Police. Housing was a huge issue that did not get a high enough profile. Adult Services – growing area and aging population – made this a high priority.

Councillor Burton asked how community safety sat with the SRP? Where did domestic abuse sit? A Scrutiny Review had cleared up a lot of issues and it was important to ensure that someone had a hold on this and other equalities issues.

Commissioner Manzie explained how she could not find any reference to equalities on the structure chart and how odd this was. The result was there was no corporate equalities function – this is unacceptable in a Council for Equality Impact Assessments, Policy, the way in which services were delivered. The AD for Community Safety would support the SRP. Domestic Abuse would come up in a number of places but have one Co-ordinator.

Councillor Cowles asked about recruitment. Would vacancies be advertised externally? Were there any internal candidates? Had there been any succession planning or mentoring? Will we do this?

Commissioner Manzie confirmed advertising would be external but this did not preclude any internal applicants from applying. There would be further work on a mentoring programme.

Councillor Reynolds stated that success depended on communications.

Councillor Manzie agreed to look at all of those aspects raised. There would be additional costs but a lot would be done cost neutrally.

Councillor Read thanked Commissioner Manzie for her presentation and informative contribution to the discussion.