
**BUDGET SAVING PROPOSALS – ASSISTANT DIRECTOR SALARY
IMPLICATIONS**

**Responsible Cabinet Member - Councillor Stephen Harker
Efficiency and Resources Portfolio**

Responsible Director - Paul Wildsmith, Director of Resources

SUMMARY REPORT

Purpose of the Report

1. To seek approval for the amalgamation of the posts of Assistant Director Finance and the Head of Human Resources to create a new post titled Assistant Director Finance and HR.
2. To endorse the findings of the Hay evaluators in regard to the proposed grade changes for the amalgamated post and also the Assistant Director Adult Services to take account of the changes in responsibility from the 1 April 2013.

Summary

3. As part of the on-going savings programme Cabinet on the 9 April 2013 agreed, subject to Council approval, to the amalgamation of the Assistant Director Finance role with the Head of Human Resources role.
4. The amalgamation of these roles reduces costs by a further £50,000 in addition to savings already made via the shared post.
5. As part of the overall savings there has been a restructuring of arrangements within the Directorate for People Services which results in a significantly enhanced accountability for Assistant Director Adult Services.

Recommendation

6. It is recommended that Council agree to amalgamate the Assistant Director Finance and the Head of Human Resources posts to form a new role titled Assistant Director Finance and Human Resources.
7. Council endorse the grade change to AD1 for the Assistant Director Finance and Human Resources.

8. Council endorse the grade change to AD1 for the Assistant Director Adult Services.

Reasons

9. The recommendation is supported to enable savings to be made and reduce management costs.

Paul Wildsmith
Director of Resources

Background Papers

Medium Term Financial Plan Savings Cabinet 9 April.

Paul Wildsmith : Extension 2301

S17 Crime and Disorder	None of the proposals have a direct impact on Crime and Disorder
Health and Well Being	None of the proposals have a direct impact on Health and Well Being
Carbon Impact	None of the proposals have a direct impact on Carbon Impact
Diversity	None of the proposals have a direct impact in respect of diversity.
Wards Affected	None of the proposals directly affect any wards
Groups Affected	None of the proposals directly affect any groups
Budget and Policy Framework	This decision will not impact on the budget or policy framework.
Key Decision	This is not an executive decision
Urgent Decision	This is not an executive decision
One Darlington: Perfectly Placed	This report does not adversely impact on the Strategy
Efficiency	The proposal will reduce the running costs of HOW the Council works

MAIN REPORT

Information and Analysis

10. As part of the on-going savings programme Cabinet on the 9 April 2013 agreed to savings proposals totalling £3.337M in regard to HOW the council operates.
11. The proposals impact on 2 Assistant Directors. The first being the amalgamation of the post of Assistant Director Finance (grade AD2) with the post of Head of Human Resources (previously a shared post with Hartlepool) to create a new post of Assistant Director Finance and Human Resources. The amalgamation of these roles reduces costs by a further £50,000 in addition to savings already made via the shared post.
12. The post of Head of Human Resources is currently vacant and the Assistant Director Finance has been undertaking the role in an interim arrangement since July 2012.
13. The second post affected is the Assistant Director Adult Services (grade AD2). As part of the overall savings there has been a restructuring of arrangements within the Directorate for People Services and includes, with effect from April 2013, the deletion of a number of senior posts covering the policy and commissioning of adult care services. This will result in significantly enhanced accountability for the leadership and strategic management of commissioned services within the role.
14. Also from April 2013, new national arrangements for the planning, funding and provision of Life Stage disability services are being introduced. It should be noted that the Assistant Director Adult Services manages all of the children's disability services as well as those for adults. A particularly significant feature of the changes, which will impact on the scope and complexity of the Assistant Director's role, is the requirement to develop and gain agreement to a single integrated plan for each child across all the relevant service areas and agencies including health, education and social care. The new funding arrangements introduced to support this, including the need to secure agreement and funding from schools, including Academy schools, along with other partners and agencies, will add further challenge and management complexity to the role.
15. Both roles have been evaluated by Hay Group, who are the Council's advisors on evaluating Chief Officer roles, and they have advised that the grade for both roles should be AD1.
16. The financial implications of the changes have been reflected in the budget savings figures of £3.337M
17. As the appointment to Chief Officer posts is the responsibility of Council the decision has been referred to full Council.