

**Customer & Corporate Services Scrutiny
Management Committee**

11 October 2021

Report of the Director of Governance and Head of Human
Resources & Organisational Development

Organisational Development

Summary

1. Customer & Corporate Services Scrutiny Committee has requested an overview of the Head of Service Structure and above.
2. This paper provides that overview in hierarchical charts and further information is available on the internet.

Background

3. Staffing Matters and Urgency Committee in December 2020 agreed a new Corporate Leadership Group (CLG) structure.
4. That agreed structure was implemented in the main by April 2021. Further vacancies have occurred and recruitment is ongoing.
5. The CLG structure brought about net general savings of £80k.
6. The Head of Service structures have been or are currently going through re-structures.
7. Head of Service roles are graded differently depending on the outcome of job evaluation. Heads of Service roles are therefore at grades 11, 12 and 13.

Structure

8. Annex A shows the CLG and Head of Service Structure for the Council.
9. Annex B shows further detail that is available on the internet but included for ease of reference. <https://www.york.gov.uk/council/service-responsibilities/1>

Consultation

10. There was no consultation involved in the production of this report as it is factual representation of the structure.

Council Plan

11. The structure of Corporate Leadership is key to ensure that the Council Plan can be delivered.

Implications

12. There are no implications associated with this report.

Risk Management

13. There are no risk associate with this report, as its reporting factual structures.

Recommendations

14. To consider the information provided in the report.

Reason: To inform the Committee of the Corporate Leadership and Head of Service Structure

Contact Details

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Specialist Implications Officer(s): None

Wards Affected:

All

For further information please contact the author of the report

Background Papers:

SMU December 2020

<https://democracy.york.gov.uk/documents/g12467/Public%20reports%20pack%20Monday%202014-Dec-2020%2017.30%20Staffing%20Matters%20and%20Urgency%20Committee.pdf?T=10>

SMU June 2021

<https://democracy.york.gov.uk/documents/g12753/Public%20reports%20pack%20Monday%202021-Jun-2021%2017.30%20Staffing%20Matters%20and%20Urgency%20Committee.pdf?T=10>

Annexes

Annex A – Hierarchical Charts

Annex B – Allocation of Service Responsibilities

Abbreviations

CLG Corporate Leadership Group

HR Human Resources

OD Organisational Development