

By: Director of Personnel and Development

To: Personnel Committee

Date: 25 January 2011

Subject: Change to Keep Succeeding update

Classification: **Unrestricted**

SUMMARY: This paper updates the Personnel Committee on the latest position regarding populating the new operating framework for KCC at the County Council meeting on 16th December 2010.

BACKGROUND

- 1.1 The Change to Keep Succeeding paper was agreed by the County Council on 16th December 2010.
- 1.2 On 17th December letters were sent to all the impacted staff. These letters either put individuals at risk of redundancy and invited them to apply for the vacant Director or Corporate Director positions in the new operating framework, or confirmed that they had been “slotted” into a new post.
- 1.3 All those written to had the option of applying for voluntary redundancy.
- 1.4 The closing date for applications for new posts was 4th January 2011 and for appeals against not being slotted to a new post was 6th January 2011. There were no formal appeals.

SLOTING

- 2.1 11 people were slotted into new posts as follows:
 - Keith Abbott - Director of School Resources
 - Mike Austerberry - Corporate Director, Enterprise and Environment
 - Amanda Beer - Corporate Director of Human Resources
 - John Burr - Director of Highways
 - David Cockburn - Deputy Managing Director, Corporate Director Business Strategy & Support
 - Helen Davies - Director of Specialist Children's Services
 - Amanda Honey - Corporate Director Customer & Communities

- Margaret Howard - Director of Learning Disability & Mental Health
- Lynda McMullan - Corporate Director Finance & Procurement
- Anne Tidmarsh - Director of Older People & Physical Disability
- Geoff Wild - Director of Governance & Law

2.2 These 11 will be offered new contracts of employment to begin their new roles from 4th April 2011.

2.3 Meradin Peachey will continue in her role as Director of Public Health

VOLUNTARY REDUNDANCY

3.1 A number of senior managers requested voluntary redundancy. These include the following who will be leaving KCC at the end of March:

- Judy Edwards Director of Policy and Resources, Communities
- Merril Haeusler Director of Learning, CFE
- Caroline Highwood Director of Strategic Business Support, KASS
- Grahame Ward Director of Capital Programmes and Infrastructure, CFE

3.2 Rosalind Turner has requested voluntary redundancy, and this has also been accepted. She will officially leave from the end of March, but in order to help manage the transition into the new arrangements, and to secure a focus on the social care improvement plan, Malcolm Newsam has joined the organisation as interim Managing Director of Children, Families and Education.

3.3 Pat Huntingford was already due to leave her fixed term post at the end of March this year and has confirmed that this is still her intention.

3.4 Oliver Mills continues as Managing Director of KASS and holds the statutory post of DASS until the new structure goes live. He is helping to lead the transition.

SELECTION TO NEW POSTS

4.1 There currently 13 vacant posts in the new structure. At risk candidates have applied as priority candidates for 5 of these posts – the Director of Specialist School services; Director of Customer Services; Director of Service Improvement; Director of Business Strategy and Director of Strategic Commissioning. Member interviews for these posts are being held on 19th and 28th January.

4.2 All other posts are to be advertised externally and member interviews will take place during March. Interim arrangements will be put in place as appropriate for posts which remain vacant at the beginning of April.

RECOMMENDATION

5 Personnel Committee is invited to note the current position in regard to the new operating framework.

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