

By: Linden Kemkaran – Leader and Chair of Personnel Committee
Amanda Beer – Chief Executive

To: County Council

Date: 21 May 2026

Subject: Senior Management Update

Summary:

This paper outlines proposed modifications to the Council's senior management structure concerning the reporting arrangements for the Director of Public Health. The Personnel Committee has granted its approval to these changes, and the paper now seeks formal authorisation from the County Council to implement the revised reporting line.

1. Background

- 1.1 This paper is brought to County Council to seek approval for a change in the reporting line of the Director of Public Health, following the Personnel Committee's approval and recommendation to Council on 11 May 2026.
- 1.2 Section 24.7 of the Constitution stipulates that "*The overall structure of the organisation down to third tier level is approved by the County Council on the advice of the Chief Executive and the Leader.*" As the Personnel Committee, chaired by the Leader, is responsible for considering and recommending to County Council any changes affecting Senior Managers, this paper was first considered by Personnel Committee to enable review and scrutiny of the proposed top tier structural change, and is now presented to County Council for determination.
- 1.3 The current top tier structure has been in place since the reintroduction of the Chief Executive post in May 2022, with only a small number of alterations since then.

2. Change in report line of Director of Public Health

- 2.1 The Authority faces significant challenges and opportunities. The new Administration is committed to transforming KCC, requiring strong focus from

the Chief Executive. Alongside this, priorities include improving services, delivering DOLGE efficiencies, expanding technology and AI, and developing a clear prevention agenda.

- 2.2 Externally, KCC must manage ongoing financial pressures, rising demand and costs, and the impact of partner organisations, alongside the major challenge of Local Government Reorganisation. A stable and experienced senior management team is essential to lead through this period and support delivery of the Administration's objectives.
- 2.3 KCC must become leaner and make better use of its scale. A strong corporate core should support a 'One Council' approach, enabling services to focus on quality, practice, and outcomes for residents. The role of Public Health is a key component in this endeavour.
- 2.4 It is proposed that the report line for the Director of Public Health moves from the Corporate Director Adult Social Care and Health to the Chief Executive with immediate effect for the following reasons:
 - The recent change in the Cabinet Portfolio brings Public Health together with Environment and Coastal Regeneration. Previously, responsibility for Public Health was within the same portfolio as Adult Social Care. It is advantageous for the management reporting structure to reflect this change and recognise the fact that Public Health has to work effectively and closely with all parts of the Council. A Corporate report line makes this responsibility and opportunity clearer. It also reflects the organisational importance of Public Health to the agenda for the County.
 - Public Health is one of the more complex areas in relation to the disaggregation of KCC services should local government reorganisation proceed, and the government decision is to move to more than one unitary authority. This change of report line would continue the move agreed by County Council in September last year to ensure that all the key functions involved in working to the Chief Executive on the design and implementation of LGR (Policy, including HR policy, Finance, Legal and Infrastructure Assets) sit on the same management team.
- 2.5 The Director of Public Health (DPH) and the Corporate Director ASCH both support this move. The DPH will continue to be a regular attendee at all three service Directorate Management Teams, so there is no danger of the close working relationships that the DPH has built up with key senior staff across the organisation being weakened. The DPH also remains an important and valued member of the Corporate Management Team.
- 2.6 The move of the report line of the DPH to the Chief Executive is strongly recommended for the reasons outlined above. There will be no change to the postholder's terms and conditions. No formal consultation is required as the change involves only a change in one person's report line – the rest of the Division will remain unaltered.

- 2.7 The proposal is unanimously recommended to the County Council by the Personnel Committee and there are no financial implications in relation to this change to the top tier structure.

3 Recommendations

County Council is asked to **APPROVE** the change in the reporting line of the Director of Public Health from the Corporate Director Adult Social Care and Health to the Chief Executive, with immediate effect.

Background Documents

N/A

Responsible Director

Amanda Beer
Chief Executive