

## Chief Officer Decision

<b>TITLE</b>	<b>Transfer of Human Resources and Organisational Development function</b>
<b>DATE OF DECISION</b>	01 July 2020
<b>DECISION TAKER</b>	Chief Executive
<b>SUMMARY OF THE DECISION</b>	To transfer line management responsibilities of the Human Resources and Organisational Development function from the Deputy Chief Executive to the Executive Director of Resources.
<b>DECISION</b>	<p>The Chief Executive has reviewed responsibilities across the Council Management Team (CMT) for major Council wide initiatives following the agreement of the new corporate plan priorities.</p> <p>The Director of Finance has been leading on the development of the future of the Council’s “The Way We Work” programme – which will consider agendas such as recruitment, training &amp; development, mobile and agile working, equalities, diversity and inclusion.</p> <p>Much of this work aligns closely to, and is supported by, the Council’s Human Resources and Organisational Development function. It is therefore proposed that line management responsibilities for HR/OD transfer from the Deputy Chief Executive to the Director of Finance to support the future development of this work.</p> <p>The role title Director of Finance will change to Executive Director of Resources to reflect to additional responsibilities and wider remit of this role.</p> <p>The change is effective from the date of this decision.</p> <p><b>Use of resources implications</b></p> <p>There are no financial or resources implications of this decision.</p>

	<p><b>Constitutional powers / delegated power exercised</b></p> <p>Article 9 of the Constitution states that the Chief Executive and Chief Officers can "...determine employment matters relating to staff including all changes to staffing structures", and this decision is taken under these constitutional powers.</p>
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**DECISION TAKER'S STATEMENT**

*I have the required powers to make the decision documented in this report. I am responsible for the report's content and am satisfied that all relevant advice has been sought in the preparation of this report and that it is compliant with the decision making framework of the organisation which includes Constitution, Scheme of Delegation, Budget and Policy Framework and Legal issues including Equalities obligations.*

**I authorise the above decision:**

**Signed**            **John Hooton**  
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**Designation**    **Chief Executive**  
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**Date**              **01/07/2020**  
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