

HAMPSHIRE COUNTY COUNCIL

Decision Report

Committee	Employment in Hampshire County Council Committee
Date:	24 March 2024
Title:	Chief Officers Update
Report From:	Director of People and Organisation

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1. Purpose of this Report

- 1.1 The purpose of this report is to update the Committee on recent changes, and changes due to be made, to the Councils Chief Officer Group.

2. Recommendations

- 2.1 That EHCC notes the contents of the report.
- 2.2 That EHCC notes the changes described in the exempt appendix.

3. Executive Summary

- 3.1 The Council appoints Chief Officers and Deputy Chief Officers in accordance with arrangements set out in the constitution and officers appointed to these roles form the Chief Officer Group or COG.
- 3.2 All members of COG, designated as Director are Chief Officers, and those designated as Deputy Director or Assistant Director are Deputy Chief Officers, in accordance with the constitution.
- 3.3 All members of COG are appointed using recruitment processes previously agreed by EHCC and which align to the constitution.
- 3.4 The Local Government Act 1972 and other related legislation determines certain statutory responsibilities that the Council must fulfil and that we must have designated post holders to fulfil these responsibilities. As such our statutory responsibilities are divided by the posts outlined in paragraph 4.6.
- 3.5 Following the retirement of our Director of Children's Services in 2023 the Chief Executive took the opportunity to confirm that post holders of our

statutory roles should hold the relevant qualification and professional accreditation and arrangements have been put in place accordingly.

- 3.6 The appendix updates EHCC on recent and forthcoming changes within the Chief Officer Group and by its nature means reference to individual employee data and therefore is exempt from the press and public.

4. Contextual Information

- 4.1 The Council appoints Chief Officers and Deputy Chief Officers in accordance with the arrangements set out in its constitution.
- 4.2 These Chief and Deputy Chief Officers form what is referred to in the Council as COG.
- 4.3 All members of COG designated as Directors, whether fulfilling statutory or non-statutory roles, are Chief Officers in accordance with the definition contained within the constitution.
- 4.4 Members of COG designated as Deputy Director or Assistant Director, whether fulfilling statutory or non-statutory roles, are Deputy Chief Officers in accordance with the definition contained within the constitution.
- 4.5 All Chief Officers and Deputy Chief Officers are appointed using the recruitment processes previously agreed by EHCC and which align to the constitution.
- 4.6 The Local Government Act 1972 and other related legislation, reflected in the constitution, determines certain statutory responsibilities that the County Council must fulfil. As such the constitution makes clear that we must have designated post holders for our statutory responsibilities, but it does not describe how these responsibilities should be organised, and it does not in all instances describe the qualification or professional accreditation that is required to fulfil those statutory responsibilities. Where the constitution is silent it is as the discretion of the Chief Executive (as Head of Paid Service) to determine.
- 4.7 Our statutory responsibilities are divided between the following COG roles:
- Director and Deputy Director Adults' Health and Care
 - Director and Deputy Director Children's Services
 - Chief Finance Officer and Deputy Chief Finance Officer (filled by Director Corporate Operations and Deputy Director Corporate Operations)
 - Director Public Health
 - Assistant Director Legal Services and Monitoring Officer
- 4.8 The retirement of the Director Children's Services in March 2023 and the subsequent appointment of a new Director and Deputy Director for the Directorate provided an opportunity for the Chief Executive to confirm her

position that, where a Chief Officer or Deputy Chief Officer role fulfils a statutory responsibility the post holders should be qualified and registered in that statutory function.

- 4.9 More broadly, movements between roles, within our existing COG is, in accordance with the constitution, at the discretion of the Chief Executive (Head of Paid Services).

5. Consultation and Equalities

- 5.1 All necessary considerations to the equalities implications have been made in implementing the changes outlined in the exempt appendix, including ensuring engagement with all impacted officers has taken place.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

This does not link to the Strategic Plan but potentially impacts the County Council's workforce strategy.

Other Significant Links

Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>
None	

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT:

Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation).
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Equalities Impact Assessment:

See guidance at [Equality Impact Assessments \(EIA\) \(sharepoint.com\)](#)

Insert in full your **Equality Statement** which will either state:

- (a) *why you consider that the project/proposal will have a low or no impact on groups with protected characteristics or*
- (b) *will give details of the identified impacts and potential mitigating actions.*