

BIRMINGHAM CITY COUNCIL - REPORT TO COUNCIL BUSINESS MANAGEMENT COMMITTEE MEETING

Report to:	Council Business Management Committee
Report of:	Angela Probert Strategic Director Change and Support Services
Date of Meeting:	28 June 2016

Subject:	Strategic Leadership Capacity for ICT and Digital Services
Relevant Cabinet Member(s):	Leader and Deputy Leader
Wards affected:	None

1 Purpose of report

This report sets out the proposals to strengthen the strategic leadership capacity of the Intelligent Client Function in respect of ICT and Digital services, to ensure we take a strategic approach to the future requirements for the Council and the City, through the creation of a new JNC Assistant Director post, reporting directly to the Strategic Director Change and Support Services.

2 Decision(s) recommended

The following actions are agreed:

- 2.1 The establishment of a new JNC senior leadership position; Assistant Director ICT and Digital Services, to create the capacity required for the Council to develop the intelligent client capability and to effectively deliver the future operating model.
- 2.2 Recruitment to the post, however, will not take place until consultation has commenced in respect of the new JNC pay and grading review.
- 2.3 Note the advice in respect of open recruitment outlined in section 4 of this report.

3 Background

- 3.1 Over the last 6 months it has become evident that the combination of the scale, complexity and pace of change required of the City Council in respect of ICT and Digital Services to effectively deliver the future operating model, means that it is necessary to re-examine the strategic leadership capacity required to secure timely effective and sustainable organisational transformation and service improvement.

3.2 As a consequence of assessing the impacts of the first stage development of the future operating model for ICT and Digital services, including observations and feedback from internal and external customers/partners, it is being identified that the most immediate and significant pressures on strategic capacity are in relation to:

- Defining and shaping the Council's strategic approach to ICT and Digital services, including governance, assurance, culture change and capability building;
- Relationship management of the remaining term of the Service Birmingham Contract, which is due to end in 2021 and includes a series of cost reduction proposals;
- Implementation of the ICT and Digital Strategy; currently in draft and its described outcomes;
- Technical expertise in the ICT and Digital infrastructure, in order to act as the 'Design Authority' for the Council's ICT and Digital services;
- Development of a new ICT and Digital operating model for the Council, service users, citizens, partners/stakeholders and the wider community.

3.2 The management of the Service Birmingham contract is currently undertaken by the Assistant Director Corporate Procurement.

3.3 The key elements of the new role are:

- To provide visionary strategic leadership for ICT and Digital services for the Council, service users, citizens, partners/stakeholders and for wider community development, that supports current and future business transformation programmes;
- To define the strategic direction and business priorities for the development of the Council's technology by implementation of an ICT Strategy that enables increased access for service users to services and at the same time develops capability and knowledge within the community, which in turn improves citizen's lives;
- Continue to work with elected members and portfolio holders to develop and constantly revise service strategies and customer propositions that are consistent with the delivery of the Council's policies;
- Support the creation of an agile Council, that will help to determine the design, shape, and size of the workforce;
- To bring a deep knowledge of the current technology landscape and market place to the Council and ensure that it makes the most effective use of modern standards, solutions and good value investment decisions.
- To work closely with the Assistant Director Corporate Procurement on the effective relationship and contract management of the current Service Birmingham contract and guide the Council in consideration of options for future ICT/digital provision.

- 3.4 A draft job description and person specification is attached at Appendix 1. Further technical input is being sought.

4 Human Resource Implications

- 4.1 The newly established post has been job evaluated under the Council's JNC job evaluation scheme and is indicative of an Assistant Director level role. Along with all other JNC roles this post will be subject to review under the new JNC pay and grading scheme. Recruitment to the post, however, will not take place until consultation on the new JNC pay and grading scheme has commenced.
- 4.2 As a deputy Chief Officer role the appointment to the new position is made by the Chief Officer and Deputy Chief Officer Appointments, Dismissals and Service Conditions Sub-Committee.
- 4.3 In recognition of the partnership arrangements required in respect of this role, it is proposed that consideration is given to the most appropriate means of ensuring partners and key stakeholders are involved in the selection process. It is also recommended that the services of external search and recruitment partners are procured to ensure a suitable cohort of potential applicants is attained, particularly in relation to the technical ICT and Digital requirements of the role.

5 Financial Implications

- 5.1 The overall costs of the new proposal is being funded from money allocated by the Authority to deliver on-going transformational change and has been incorporated into the City Council's long-term financial plans and addressed as part of setting budgets for future financial years. The budget for the post has been approved by the Strategic Director for Finance and Legal. The current JNC Assistant Director salary range is £78,489 to £87,210 with circa 35% on costs.

6 Legal Implications

- 6.1 The proposals contained within this report are in line with statutory obligations and the Council's constitution.

7 Public Sector Equality Duty

- 7.1 Nothing specific has been identified.

8 Evaluation of alternative option(s):

- 8.1 The ICT and Digital Services role is currently being undertaken by an interim consultant, whose contract for services runs to the end of July 2016. Outside of this, all existing capability and expertise currently sits within Service Birmingham, from which capacity under the current contract can be brought in. It is therefore

necessary to re-examine the strategic leadership capacity required to secure timely effective and sustainable organisational transformation and service improvement in respect of ICT and Digital services for the Council, through the creation of a new JNC post, reporting directly to the Strategic Director for Change and Support Services.

9	Reasons for Decision(s)
9.1	To achieve the required strategic and leadership capacity in respect of ICT and Digital Services for the Council and the wider Birmingham community.

Contact Officer(s)
Angela Probert – Strategic Director Change and Support Services.

Signatures	Date
Councillor John Clancy Leader on behalf Chief Officer and Deputy Chief Officer Appointments and Dismissals Service Conditions panel	
Councillor Ian Ward Deputy Leader	
Chief Officer On behalf of Chief Executive Angela Probert Strategic Director Change and Support Services	

List of Appendices accompanying this Report (if any):
Appendix 1 – Draft Job Description and Person Specification.