

Dear Colleagues

Following the recent County Council decision to establish two new Directorates and introduce two new Corporate Director roles to lead them, there have been ongoing discussions about the transition to the new arrangements. The main priority has been to ensure continuity, both in terms of retaining the considerable expertise and commitment of the current senior managers to delivering the vital services provided by the Divisions in these Directorates and, as we move from the “analyse” and “plan” stage of a number of major transformation agendas into the delivery phases, ensuring continuity of leadership throughout the significant implementation cycle, i.e. a 3 to 5 year period.

The new Directorate structures will be set up as agreed, including the introduction of the new Strategic Commissioner role. The selection of the Strategic Commissioner will be made by Members on 23 March.

Andrew Ireland and Patrick Leeson remain totally committed to the transformation that is already happening under their leadership and the work needed to see the change implemented and embedded, however, they have both indicated that they would not be able to commit to the 3 to 5 year timeframe from the start of the new Directorates. After discussions with both of them and consideration of the optimum way to proceed, it has been agreed that there will therefore be a managed transition to the new structure. Patrick will retain his current Corporate Director responsibilities for Early Help and Education, including the establishment of the new education services company, and remain as the SRO for the Children and Young People Services Integration Programme. Andrew will retain the statutory responsibilities of DCS (and line management of Specialist Children’s Services), and DASS, including line management of the Divisions providing Adult Social Care. The Director of Public Health will also continue to report to him.

We will start the recruitment process for the two new Corporate Director roles straight away allowing us time to find excellent candidates whilst knowing that Patrick and Andrew will continue in their leadership roles driving the transformation agenda but also providing continuity and avoiding the need to put potentially disruptive interim arrangements in place.

We are very grateful that we will continue to benefit from Patrick and Andrew’s leadership and experience during this transition period. This outcome will enable us to recruit the two new Corporate Directors so that we have people in the posts who are able to commit to a three to five year period of transformation in the integration of children’s services; social care; health integration and the education sector.

David Cockburn – Head of Paid Service