

3. OFFICERS/STAFF

The council's staff

The people who work for the council (its officers/staff) give advice, implement decisions and manage the day-to-day delivery of services. Officers/staff members provide information and professional advice to provide a proper basis for decision-making.

The most senior staff member is the Chief Executive who is also the council's statutory Head of Paid Service, and has responsibility for determining the management and staff structure for delivering council functions and policies within available resources. Other senior managers lead different parts of the council's services.

The Monitoring Officer and the Chief Finance Officer have specific duties to ensure that the council operates within the law and uses resources wisely. The council provides the Monitoring Officer and Chief Finance Officer with such staff, accommodation and other resources as are, in their opinion, sufficient to allow their duties to be performed.

The Protocol for Member/Officer/Staff Relations guides members and officers/staff in their relations with one another to ensure the smooth running of the council (see Part 5 Section 8). Staff comply with the Employee Code of Conduct (see Part 5 Section 9).

The functions and responsibilities which the council has given to the senior staff are listed in the Officer Scheme of Delegation (see Part 3 Sections 10-12 and 18).

The recruitment, selection, discipline and dismissal of staff is done in accordance with specific rules (see Part 4D).

Management structure The current senior management structure is shown below (please note that the Director, Assistant Deputy Directors of Children’s Services are shared posts with HCC):

