

26 September 2017**Agenda Item: 4****REPORT OF THE SERVICE DIRECTOR, ICT****ICT STAFFING****Purpose of the Report**

1. To approve a change to the staffing structure of the ICT Services Division.

Information and Advice

2. The current ICT Services staffing structure was approved by Finance and Property Committee in October 2016. The in-house staffing structure was re-sized to 155 FTE, from 188 FTE, to deliver cost savings and to reflect the sold service to schools.
3. In July 2017 a new ICT Strategy 2017-20 was approved by Policy Committee and this now shapes much of the activity and priorities within ICT Services. One of the key programmes of work is the Cloud Services Programme that will support the County Council to transition away from owning and operating a data centre and all of the associated infrastructure (servers, storage, switches, racking, power, air conditioning etc.) with a move to using off-site data centres, commonly referred to as cloud services.

Proposal

4. The Cloud Services Programme is a considerable way through the discovery phase now which includes assessing our current technology estate and how it is provisioned, a review of the different cloud services models appropriate for our needs, and the transition activities that would be required.
5. It is proposed that now would be a suitable time to establish a new post of Cloud Services Manager, who would manage our future cloud services estate and business model on a day to day basis. It is important to recruit a suitably experienced, skilled and knowledgeable Cloud Services Manager at this stage in order that they obtain a thorough understanding of how the future ICT estate will be provisioned and run, and also have sufficient opportunity to influence the design considerations and transition processes prior to implementation. They will also have time to consider and establish the day to day team resources that will be required as services transition to the cloud.
6. This new post of Cloud Services Manager would be line managed by the Group Manager for Operational Delivery. The Operational Delivery Group comprises the activities associated with the running and support of the day to day ICT services.

Financial Implications

7. The vacant post of Bid Support Analyst will be deleted so that the in-house staffing establishment remains at 155 FTE. Savings from this deleted post and from other roles not occupied on a full-time equivalent basis will be used to fund the Cloud Services Manager post. The grade for this post will be established through the normal HR procedures.

Other Options Considered

8. ICT Services along with all Corporate Services are currently part of a Corporate Services Review and other options will be considered as part of that review. The operating model of ICT Services will also be continually reviewed to reflect where we are with the implementation of the ICT Strategy 2017-20.

Reason for Recommendation

9. To establish the post of Cloud Services Manager in good time for the post holder to understand and contribute to the design of and transition arrangements, prior to managing the new day to day services.

Statutory and Policy Implications

10. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION

It is recommended that:

- 1) The post of Bid Support Analyst is deleted with immediate effect.
- 2) The post of Cloud Services Manager be approved as a permanent addition to the establishment.
- 3) That quarterly progress reports on the Cloud Services Programme are brought to the Improvement and Change Sub-Committee.

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Service Director - ICT

For any enquiries about this report please contact: Ivor Nicholson on 0115 9774006

Constitutional Comments: (SLB 31/07/2017)

Improvement and Change Sub-Committee is the appropriate body to consider the content of this report. Consultation must be undertaken with HR and recognised trade unions in relation to any proposal regarding changes to staffing structures.

HR Comments: (JP 07/08/2017)

The HR information is included within the report and the new post will be recruited to in line with the authority's policy with and subject to the agreed VCDR process.

Financial Comments: (CSB 31/07/2017)

The financial implications are set out in paragraph 7 of the report.

Background Papers

None

Electoral Division(s) and Member(s) Affected

All