

Officers

1. Management Structure

- (a) The full Council may engage staff (referred to as officers) as it considers necessary to carry out its functions.
- (b) The Council has engaged officers to the following posts which, together form the Council's senior leadership team.

Post	Principal Areas of Service
Chief Executive	Head of the Council's Paid Service; corporate management and promotion of the Council's strategic objectives; overall responsibility for emergency planning, disaster recovery and resilience as defined in the Civil Contingencies Act 2004; overall responsibility for health and safety as it relates to the functions of the Council (Health and Safety at Work Act 1974).
Executive Director of People and Transformation	Cross Council Transformation programme; line management of Director: of Public Health and Communities, Director: Adult Social Care and Director: Children's Services; Chief Fire Officer and Community safety, community hubs; customer services; insight; digital and transformation.
Executive Director of Resources and Section 151 Officer	Corporate financial management and administration (Section 151 Officer); internal audit & counter fraud; procurement & commercial; Oxfordshire Local Government Pension Fund; human resources and cultural change; health and safety; property services; equalities, diversity and inclusion; corporate strategy; public affairs; marketing and communications; and IT Services; Senior Information Risk Owner (SIRO).
Director of Law & Governance and Monitoring Officer	Monitoring Officer; the Constitution and corporate governance framework; ethical governance; Legal Services and advice; support for councillors and the democratic process; access to information; elections; Local Government and Social Care Ombudsman; information governance; Data protection Officer and Data Controller qualified person pursuant to S36 of the Freedom of Information Act 2000; coroners service and Registration.

Post	Principal Areas of Service
Director of Public Health & Communities	Statutory role including: delivery of the council's public health duties; steps to improve the health of the people in its area; planning for, and responding to, emergencies that present a risk to the public's health. Services in connection with teenage pregnancy; drugs and alcohol; Libraries and Heritage services, which includes libraries, history and museum services.
Director of Adult Social Services	Statutory role including: responsibility for adult social care including improving preventative services and delivering earlier intervention; tackling inequalities and improving access to services; increasing support for people with the highest levels of need; promoting social inclusion and wellbeing. Delivery of adult social care including residential and nursing care; supported living; intermediate care; home support; assessment and re-ablement; occupational therapy; sensory impairment; hospital teams; mental health; carers services; translation and interpretation shared lives (CQC registered); the employment service; print service community support services; AMPH services and transitions team. Responsibility for the joint commissioning team with the ICB which includes responsibility for the management of associated Section 75 agreements.
Director of Children's Services	Statutory role including: discharging the education and children's social services functions of the local authority; leadership, strategy and effectiveness of local authority children's services; securing the provision of services which address the needs of all children and young people. Delivery of social care and education including: early years and childcare; family support; fostering and adoption; looked-after children; residential and leaving care; asylum seekers; child protection; school performance; resourcing and support for schools; school governor support; school admissions; school transport (policy); special educational needs; behaviour support; youth service; youth justice.

Post	Principal Areas of Service
Director of Environment and Highways	Highways; network management; road safety; travel planning; bus services; nature policy; countryside and rights of way services; archaeological service; waste management; Lead Local Flood Authority and Transport Policy & Strategy.
Director of Economy and Place	Inclusive economic development; climate change policies and programmes; development plans and developer funding; strategic development schemes; place shaping, strategic and regulatory planning; transport development control; local highway authority responses to consultations on planning applications; minerals and waste; devolution, strategic partnership and business engagement; Innovation service; flood risk management.
Chief Fire Officer and Director of Community Safety	Fire and rescue services*; trading standards; animal welfare; emergency planning; community safety *NB The Chief Fire Officer has statutory responsibility for the fire and rescue service
Director of Transformation, Digital and Customer Experience	Public enquiries; Transformation programme; digital programme; data hub; performance and insights.
Director of Financial and Commercial Services	Commercial strategy; green finance initiatives; budget planning and forecasting; internal auditing; capital programme; local authority's pension fund; treasury management; procurement and social value.
Director of Property and Assets	Strategically manage and maintain council owned/operated buildings; manage and maintain fleet owned/operated by the council; Adults/Children's SEND home to school/facilities transport; supporting Adults & Children's with associated property needs; gypsy and traveller services.

Director of Public Affairs, Policy and Partnerships	External communications, marketing and campaigns; consultations and engagement; public affairs; strategy and policy development, including equality, diversity and inclusion; key partnerships, including the voluntary and community sector and the civilian military partnership; councillor priority fund scheme.
Director of HR and Cultural Change	Human resources; recruitment and retention; cultural change (Delivering the Future Together); internal communications; staff training and development; apprenticeship management.

- (c) **Head of Paid Service, Monitoring Officer and Chief Finance Officer**
The Council has designated officers to perform these statutorily prescribed roles as follows:

Designation	Officer
Head of the Council's Paid Service	Chief Executive
Monitoring Officer	Director of Law and Governance
Chief Finance Officer (Section 151 Officer)	Executive Director of Resources

The duties associated with these designations are set out in paragraphs 2 - 4 below.

2. Functions of the statutory post of Head of Paid Service

- (a) **Discharge of functions by the Council.** The Head of Paid Service will report to full Council on the manner in which the discharge of the Council's functions is co-ordinated, the number and grade of officers required for the discharge of functions and the organisation of officers.
- (b) **Restrictions on functions.** The Head of Paid Service may not be the Monitoring Officer but may hold the post of Chief Finance Officer if a qualified accountant.
- (c) **Urgency.** The Head of Paid Service is authorised to take any urgent action necessary to protect the Council's interests and assets where time is of the essence and it is impracticable to secure authority to act where such authority would otherwise be required. The Head of Paid Service, in so acting, will be guided by the Budget and the Policy Framework at Part 1.2 of this Constitution, will consult the other Statutory Officers before acting and will report, in writing, as soon as practicable to the body which would otherwise have been required to give the necessary authority to act. Key decision procedures and call in procedures (Parts 8.1 and 6.2(19) of the Constitution) will apply to any key decisions taken under the this authorisation.

3. Functions of the statutory post of Monitoring Officer

- (a) **Maintaining the Constitution.** The Monitoring Officer will maintain an up-to-date version of the Constitution and will ensure that it is available to councillors, staff and the public.
- (b) **Ensuring lawfulness and fairness of decision making.** After consulting with the Head of Paid Service and Chief Finance Officer, the Monitoring Officer will report to the Full Council or, in the case of an executive function, to the Cabinet, if they consider that any proposal, decision or omission has or would be likely to give rise to unlawfulness or if any decision or omission has given rise to maladministration. Such

a report will have the effect of stopping the proposal or decision being implemented until the report has been considered.¹

- (c) **Supporting the Audit & Governance Committee.** The Monitoring Officer will contribute to the promotion and maintenance of high standards of conduct through provision of support and advice to the Audit & Governance Committee.
- (d) **Receiving complaints.** The Monitoring Officer will receive and act on complaints about Councillor conduct.
- (e) **Reviewing complaints.** The Monitoring Officer will review complaints in accordance with the Council's arrangements for dealing with member complaints.
- (f) **Proper officer for access to information.** The Monitoring Officer will ensure that decisions, together with the reasons for those decisions and relevant officer reports and background papers are made publicly available as soon as possible.
- (g) **Advising whether executive decisions are within the budget and policy framework.** The Monitoring Officer will advise whether decisions of the Cabinet are in accordance with the budget and policy framework.
- (h) **Providing advice.** The Monitoring Officer will provide advice on the scope of powers and authority to take decisions, maladministration, financial impropriety, probity and budget and policy framework issues to all councillors.
- (i) **Restrictions on posts.** The Monitoring Officer cannot also hold the position of Chief Finance Officer or the
- (j) **Issue of Guidance.** The Monitoring Officer will issue guidance from time to time on the discharge of the above functions.

4. Functions of the statutory position of Chief Finance Officer

- (a) **Ensuring lawfulness and financial prudence of decision making.** After consulting with the Head of Paid Service and the Monitoring Officer, the Chief Finance Officer will report to the full Council or, in the case of an executive function, to the Cabinet, and to the Council's external auditor, if they consider that any proposal, decision or course of action will involve incurring unlawful expenditure, or is unlawful and is likely to cause a loss or deficiency or if the Council is about to enter an item of account unlawfully.
- (b) **Administration of financial affairs.** The Chief Finance Officer will have responsibility for the administration of the financial affairs of the Council.²
- (c) **Contributing to corporate management.** The Chief Finance Officer will contribute to the corporate management of the Council, in particular through the provision of professional financial advice.

¹ Section 5 of the Local Government & Housing Act 1989

² Section 151 of the Local Government Act 1972

- (d) **Providing advice.** The Chief Finance Officer will provide advice on the scope of powers and authority to take decisions, maladministration, financial impropriety, probity and budget and policy framework issues to all councillors and will support and advise councillors and officers in their respective roles.
- (e) **Giving financial information.** The Chief Finance Officer will provide financial information to the media, members of the public and the community.

5. Duty to Provide Sufficient Resources to the Monitoring Officer and Chief Finance Officer

The Council will provide the Monitoring Officer and Chief Finance Officer with such officers, accommodation and other resources as are in their opinion sufficient to allow their duties to be performed.

6. Deployment and Management of Staff in General

- (a) The recruitment, selection and dismissal of officers will comply with the Officer Employment Rules set out at Part 8.4 of this Constitution.
- (b) The Head of Paid Service will determine and publicise a description of the overall structure of the paid service of the Council showing the management structure and deployment of officers. This is set out on the Council's Intranet.

7. Powers Exercisable by Officers

Officers may exercise functions of the Council, the Cabinet and committees of the Council to the extent and subject to the conditions specified in the Officer Delegations set out in Part 7 of this Constitution.

8. Sub-Delegation to Designated Officers

The Chief Executive's and other officers' powers conferred by this Part 7.1, including any proper officer functions, may be exercised by other officers designated in writing by the Chief Executive, (and the Executive Director of Resources in relation to financial delegations), either generally or in specific circumstances.

9. Conduct of Officers

Officers will comply with the Officers' Code of Conduct and the Protocol on Member/Officer Relations.