

Subject: Organisational Revision

Status: For Publication

Report to: The Cabinet

Date: 2nd September 2009

Report of: Chief Executive

Portfolio

Holder: Leader of the Council

Key Decision: No

Forward Plan General Exception Special Urgency

1. PURPOSE OF REPORT

1.1 To put forward a proposal to a revision of the Executive Management Team of the Council.

2. CORPORATE PRIORITIES

2.1 The matters discussed in this report impact on the following corporate priorities and associated corporate outcomes, in particular:

- Delivering Quality Services to Customers
- Providing Value for Money Services

The report also supports the achievement of the other corporate priorities and associated corporate objective:

- Delivering Regeneration across the Borough
- Keeping Our Borough Clean, Green and Safe
- Promoting the Borough
- Encouraging Healthy and Respectful Communities

3. RISK ASSESSMENT IMPLICATIONS

3.1 All the issues raised and the recommendation(s) in this report involve risk considerations as set out below:

- It is important that correct employment procedures are followed in any such change process to minimise the risk of any unfair/constructive

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dismissal cases being brought against the Council. If the correct procedures are followed there should be a minimum risk of exposure to the Council from these areas.

4.0 BACKGROUND AND OPTIONS

- 4.1 The current executive management team structure was established as part of the 2008 Organisational Review. As part of the 2008 review the functions in relation to the post of Executive Director of Resources were devolved amongst the senior management team and the post holder was granted a three year secondment. The post of Executive Director of Resources therefore remains on the organisational establishment.
- 4.2 There is a vacancy in the Executive Management Team in relation to the post of Deputy Chief Executive. In line with Council practice, a review is undertaken on every post that becomes vacant to establish whether or not the post is still required in its current form, or if some changes to it are necessary. It would be appropriate to review at this point in time the Executive Director of Resource post.
- 4.3 The final element of the business case for reviewing the vacancy is the requirement for the Council to achieve challenging savings targets each year for the next two years.
- 4.4 Consultation commenced with relevant parties week commencing 9 June in order to consider the business case for change and this resulted in a proposal to create a Director of Customers and Communities whilst disestablishing the posts of Deputy Chief Executive and Executive Director of Resources. Further feedback and consultation meetings occurred throughout June and July to enable the proposed change to be discussed and to allow amendments to be considered.
- 4.5 The proposed structure is set out in Appendix A and includes the newly created post of Director of Customers and Communities. The post has been externally job evaluated at grade 14, scale point 60 – 65 (£52,501-£58,578). This post will manage the following service areas: customer services and IT, regeneration, communities and operations. It will have a significant leadership role ensuring the organisation delivers quality customer focused services whilst recognising the postholder will have corporate and strategic responsibilities. The review of the Executive Director of Resources has confirmed that the functions of this post have been successfully integrated into the day to day duties of existing staff and it is therefore appropriate to formally recognise that this post is no longer required.

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4.6 The following posts are recommended for disestablishment:

POST	COSTS (INCLUDING ON COSTS)
Deputy Chief Executive	£92,800
Executive Director of Resources	£90,600
Less: Establish – Director of Customers and Communities	(£75,000)
TOTAL	£108,400

4.7 Disestablishing the post of Executive Director of Resources will have no human resource implications as the member of staff who is currently on secondment has recently resigned and will terminate their employment with the Borough Council in October.

4.8 The Council's Executive Management Team will therefore comprise:

Chief Executive
Director of Business
Director of Customers and Communities
Head of Finance
Head of People and Policy

5. COMMENTS OF THE HEAD OF FINANCIAL SERVICES

5.1 The net financial benefit to the Council from the proposal is detailed in paragraph 4.6 above.

6. COMMENTS OF THE HEAD OF LEGAL AND DEMOCRATIC SERVICES

6.1 In the absence of specific powers given elsewhere, the Cabinet has default responsibility for changes to the establishment.

6.2 Consequential changes will need to be made to the Council's Constitution and in particular the Scheme of Delegation.

7. COMMENTS OF THE HEAD OF HUMAN RESOURCES

7.1 Full consultation has taken place with the staff affected by the proposals. There is a need for the Council to be responsive and flexible and, consequently, the structure needs to be kept under review in light of turnover of staff and the need for different skills and competencies.

8. CONCLUSION

8.1 The proposed structure is fit for purpose in terms of delivering the Council's corporate priorities and the Corporate Plan. The changes take account of the need for continued flexibility in the role and operation of the executive management team in order to deliver the Council's agenda and accommodate and respond to changes locally, regionally and nationally.

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9. RECOMMENDATIONS

- 9.1 That the Cabinet approves immediate implementation of the structure set out in Appendix A to this report.
- 9.2 That the posts of Deputy Chief Executive and Executive Director of Resources be disestablished with immediate effect.
- 9.3 The post of Director of Customers and Communities (Grade 14, Scale point 60-65) be established.
- 9.4 The post of Executive Director of Business be redesignated to Director of Business.

10. CONSULTATION CARRIED OUT

- 10.1 Senior Management Team, Trade Unions, Leader of the Council, Leader of the Opposition, Executive Director of Resources (currently on secondment).

11. EQUALITY IMPACT ASSESSMENT

Is an Equality Impact Assessment required No

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