

REPORT FOR: **CABINET**

Date of Meeting:	23 rd April 2015
Subject:	INFORMATION REPORT - Senior Management Restructure
Key Decision:	No
Responsible Officer:	Michael Lockwood, Chief Executive
Portfolio Holder:	David Perry, Leader of the Council
Exempt:	No
Decision subject to Call-in:	No
Wards affected:	All
Enclosures:	Senior Management Restructure Consultation Document April 2015

Section 1 – Summary and Recommendations

This report sets out the proposals currently being consulted on for a revised senior management structure for the Council.

Recommendations:

Cabinet is requested to note the consultation.

Reason: Following the conclusion of the consultation process, a further report on the final senior management structure will be submitted for Cabinet's agreement at its meeting on 17th June 2015. The report to Cabinet on 17th June will be a Key Decision and the forward plan will be updated to reflect this.

Section 2 – Report

Background

As you know the Administration asked the Chief Executive to review the Council's senior management structure. The attached consultation document sets out the draft proposals for changes to the senior management structure, that it is hoped will enable the organisation to better meet the significant challenges we face whilst also maximising the opportunities that are available to the Council.

Consultation Process

The report is attached for information.

The consultation period will end on 20th May 2015. All Councillors, affected staff and the recognised trade unions are being consulted on the proposals and the consultation pack will be available on the Council's intranet so that all staff are aware of the proposals.

Responses to this consultation can be made directly to the Chief Executive.

Implications of the Recommendation

Resources, Costs

The proposals reduce the numbers of senior management posts with a consequent significant saving in revenue pay costs by some £4m over the next 4 years. The likely implementation costs will not be known until consultation on the proposals has been concluded. The implementation costs will be largely the costs of redundancy and / or early retirement where there are post holders whose posts have been deleted.

Performance Issues

The proposals reduce the numbers of senior managers, which will potentially reduce capacity. However, the proposals are designed to improve organisational efficiency enabling the Council to better meet the significant challenges we face and maximise the opportunities that are available to the Council.

Environmental Implications

No direct implications

Risk Management Implications

Risk included on Directorate risk register? No

Separate risk register in place? No

Legal Implications

Any restructure of the senior management team will require the Council to comply in consultation terms with S188 Trade Union and Labour Relations Act 1992. The Council will also need to follow the Protocol for Managing Organisational Change in ensuring that a fair process is followed. Finally, the resulting restructure should ensure that the required 6 statutory officer posts remain and, in the case of the s151 Officer, the Monitoring Officer, Director Children's Services, Director of Adults' Services and Director of Public Health with direct access to the Head of Paid Service.

Financial Implications

Any redundancy costs associated with this proposal will be funded from the MTFS implementation reserve.

The actual level of savings delivered will be dependent on the final structure agreed following the consultation and the time taken to implement the new structure.

Capitalisation of staff costs will need to comply with the Council's Financial Regulations and be in line with the current advice of our external auditors.

Equalities Implications

An Equalities Impact assessment will be undertaken to ensure the Council is aware of and acts to minimise the potential for any disproportionate impact as a result of any employee's protected characteristics.

Council Priorities

The Council wants to be a modern, efficient Council, able to meet the challenges ahead. The proposals support delivery of the Corporate Plan 2015-2019.

EqIA carried out:

**No, see Equality
Implications above**

Contact Details and Background Papers

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Background Papers:

None