

Meeting:	Employees Consultative Forum
Date:	October 2007
Subject:	Organisational Review Progress Report
Key Decision:	N/a
Responsible Officer:	Jon Turner – Interim Divisional Director
Portfolio Holder:	Councillor Paul Osborn – Strategy and Business Support Services
Exempt:	No
Enclosures:	N/a

Section 1 – Summary and Recommendations

This progress report on the Organisational Review provides background information and describes the current position.

Section 2 – Report

2.1 Background

- 2.1.1 On 14 December 2006, Cabinet received and agreed a report that set out the requirement for the Council to undertake an organisational review.
- 2.1.2 The Organisational Review population includes Chief Officers, Middle Managers (Officers employed into Hay graded roles) and PA's to Chief Officers.
- 2.1.3 The Organisational Review is required to deliver cost savings of £2.3million in a full year and £1.3m part year in 2007 – 08.
- 2.1.4 The ECF report of the 3rd July 2007 gives more detail on the process, consultation, financial and legal implications, equalities impact and support available to staff. The purpose of this report is to provide an update on progress made since the 3rd July 2007.

2.2 Progress to Date

- 2.2.1 Chief Officers have been appointed and been in place since early June 2007.
- 2.2.2 The Voluntary Redundancy scheme for the Organisational Review population closed on the 18 April 2007 with 21 cases agreed by Officer and Member Panels. The majority of those left the organisation at the end of June 2007.
- 2.2.3 Tier 3 appointments across the 5 new directorates were complete on the 22 August 2007 and those managers have since continued the appointment process for positions reporting to them. The majority of appointments have been made through assimilation and job matching and assimilation in line with the Protocol for Managing Organisational Change.
- 2.2.4 The Review has delivered an actual cost saving of £1.7million in a full year and £700k part year in 2007 - 08. The balance has been delivered through other measures.

2.3 Progress by Directorate

- 2.3.1 Adults & Housing
Appointments to the new directorate were complete on the 3 August 2007. The disbanding of the Joint Commissioning Unit with the Health Service meant that the Council's 4 staff was appointed to the new management structure by 21 September 2007, following consultation.
- 2.3.2 Finance
Appointments to the new directorate were complete on the 7 August 2007. All appointments were by assimilation and job matching and assimilation. There were a number of posts identified for open

competition and recruitment and selection is progressing well with key appointments already made.

2.3.3 Strategy & Business Support

Appointments to the new directorate have progressed well with BTP and Customer Services completing all appointments on the 2 August 2007.

Legal & Governance Services appointed all senior posts on the 17 August 2007 and are expected finalise the remaining appointments by the end of October 2007.

Strategy and Improvement Services completed all appointments on the 10 September 2007.

Human Resource Development is currently consulting on a restructuring to meet the needs of the organisation with appointments to follow during the autumn.

2.3.4 Children's Services

Appointments to the new directorate have progressed well with all senior management posts completed on the 1 August 2007.

Appointments to the Achievement and Inclusion service are progressing with all staff previously paid on the Soulbury pay scales appointed to the new management pay scales.

All the appointments to Early Years, Childcare Parenting & Extended Services and Young People Services are complete. Progress has been made on the remaining services of Safeguarding & Family Placement and Special Needs Services with appointments expected shortly.

2.3.5 Community & Environmental Services

Appointments to the new directorate are nearly complete with Community & Cultural and Planning & Enterprise divisions in place.

Good progress has been made with Environmental Services with Property & Infrastructure expected to complete by end of the month and Public Realm and Community Safety following shortly after.

2.4 The PA Group

Following the appointment of Chief Officer's in June 2007, consultation with the PA group started. Several PA's had lost their line reporting as a result of the review and the PA group decided that they could be considered for the Voluntary Redundancy (VR) scheme before the end of the consultation. Officer and Member panels agreed 3 cases and those individuals left the organisation on 30 June 2007.

On the 26 September 2007 SBS confirmed the final structure for the group and closed the VR scheme. Consultation regarding VR applications and the appointments process continues, with the expectation that this will be concluded by the end of October 2007.

2.5 Displaced staff

Two members of staff have been identified as at risk of redundancy, however it is likely that they can be redeployed to vacant posts.

2.6 Further Progress Report

A further progress report will follow.

Section 3 - Statutory Officer Clearance

Name: M Barrett	<input type="checkbox"/>	on behalf of the Chief Financial Officer
Date: 18.10.07		
Name: J Travers	<input type="checkbox"/>	on behalf of the Monitoring Officer
Date: 18.10.07		

Section 4 - Contact Details and Background Papers

Contact: Jonathan Price, HR Lead, Organisational Review 020 8424 9412

Background Papers:

ECF Report – 3rd July 2007

Cabinet Report – Revenue Budget 2007-08 to 2009-10, 14 December 2006

Cabinet Report – Organisational Review, 15 February 2007

Chief Officer Employment Panel – Appointments to Chief Officer Posts, 8 May 2007

Leader's Decision – Senior Management Structure, 21 May 2007

Chief Officer Employment Panel – Appointments to Chief Officer Posts, 25 May 2007