



WARDS AFFECTED: ALL

1. **PURPOSE OF REPORT**

To seek approval from Council for delegated authority to introduce a restructure of the operational management within Corporate Services, which will improve the alignment of service responsibilities and reduce costs by around £50,000 to £60,000 per annum.

2. **RECOMMENDATIONS**

That Council:

- i) Supports the principles and objectives of the restructure.
- ii) Notes that the existing arrangement of two Chief Officers will remain accountable to the Deputy Chief Executive (Corporate Direction).
- iii) Delegates decisions on the final detail of the structure to the Chief Executive and Deputy Chief Executive (Corporate Direction).
- iv) Delegates decisions on the Job Descriptions and gradings of the posts to the Ethical Governance and Personnel Committee.
- v) Abides by the Constitution in relation to the formal appointment to the post.

3. **BACKGROUND**

- 3.1 As Members are aware, the post of Chief Officer (Corporate Governance and Customer Engagement) is currently vacant. As with any other vacant post, the relevant senior manager, the Deputy Chief Executive (Corporate Direction), has reviewed the position to identify if any revisions to arrangements could be introduced to improve operational management and reduce costs.
- 3.2 The structure proposed in Appendix A is currently the subject of consultation with relevant individuals, teams and UNISON, along with job content in the Job Descriptions.
- 3.3 If this structure were to be introduced, there would be a full year saving annually of £50,000 and, as Members will see from the structure chart, the integration of services/teams will be aligned more effectively.

- 3.4 As the next meeting of the Council is not until February 2015, and as it will be very helpful to confirm revised arrangements as soon as possible, Members are asked to delegate the detail of the consultation to the Chief Executive and Deputy Chief Executive (Corporate Direction) and the final decisions on Job Descriptions, gradings and the appointment to the vacant post to the Ethical Governance And Personnel Committee.

4. **LEGAL IMPLICATIONS [EH]**

- 4.1 The Constitution requires appointments of Chief Officers to be undertaken by a politically balanced panel of seven Members with both Executive and non-Executive Members appointed to it.
- 4.2 Section 112 of the Local Government Act 1972 empowers the Council to appoint such officers as it thinks necessary for the proper discharge of its functions.

5. **FINANCIAL IMPLICATIONS [SK]**

Subject to final job descriptions and job evaluations which will be completed after the end of the consultation, the estimated savings on the Council's base staffing budget will be between £50,000 and £60,000.

6. **CORPORATE PLAN IMPLICATIONS**

- 6.1 The reports relates to the objective of providing value for money and proactive services.

7. **CONSULTATION**

- 7.1 Consultation is ongoing with affected teams, individuals and UNISON. The Council will be updated at the meeting.

8. **RISK IMPLICATIONS**

- 8.1 It is the Council's policy to proactively identify and manage significant risks which may prevent delivery of business objectives.
- 8.2 It is not possible to eliminate or manage all risks all of the time and risks will remain which have not been identified. However, it is the officer's opinion based on the information available, that the significant risks associated with this decision / project have been identified, assessed and that controls are in place to manage them effectively.
- 8.3 The following significant risks associated with this report / decisions were identified from this assessment:

Management of significant (Net Red) Risks		
Risk Description	Mitigating actions	Owner
Delay in decision-making and implementation leading to uncertainty and delay in securing longer-term savings.	Council approves delegation and officers implement accordingly.	Chief Executive/ Deputy Chief Executive (Corporate Direction)

9. **KNOWING YOUR COMMUNITY – EQUALITY AND RURAL IMPLICATIONS**

9.1 The recommendations in this report affect the whole of the operation of the Council, in whatever area services are provided.

10. **CORPORATE IMPLICATIONS**

10.1 By submitting this report, the report author has taken the following into account:

- Community Safety implications
- Environmental implications
- ICT implications
- Asset Management implications
- Human Resources implications
- Planning Implications
- Voluntary Sector

Background papers: None

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