

Report of the Chief Executive

Proposed Review of the Council's Operating Model and Re-Structure of the Customer and Corporate Services Directorate

Summary

1. Staffing Matters and Urgency (SMU) agreed on 11 October 2018 for the Chief Executive to commence with formal consultation on options for key changes to the Council's operating model and a refocusing of the Customer and Corporate Services of the Council (CCS). Annex A to this report details the final option and structure proposed by the Chief Executive following that consultation.
2. Formal consultation has taken place in accordance with existing Council policies and with staff directly affected by the proposals.
3. Members' approval to the final proposals is specifically required as they directly affect statutory roles, which are also Chief Officer appointments.

Background

4. The background and rationale for the proposed structure, changes and implications for staff are contained in the business case defined as exempt information in accordance with Schedule 12 A to the Local Government Act 1972 and set out in Annex A to this report.

Consultation

5. The formal consultation has followed the Council's formal policy and procedures with regard to supporting transformation change. As a part of that process, the Chief Executive has consulted with Heads of Services within CCS, Trade Unions, CMT and Members as part of a wider consultation.
6. External and Internal Audit have also been consulted on the proposals and external financial advice obtained with regard to any potential risks and mitigation.

Options

7. The Committee are asked to consider the final option and whether, they wish to endorse the Chief Executive's proposals for change.

Analysis

8. The analysis of the proposed restructure can be found in the 'exempt' business case set out in Annex A.

Council Plan

9. The objectives of these key changes are to ensure that the Council's Corporate Services are resilient and supported to deliver quality support services to all frontline services, and are responsive to address future financial, governance and customer priorities to deliver improved outcomes for residents and communities.

Implications

10. The implications of the proposals are set out in the 'exempt' business case.

Risk Management

11. The specific risks associated with the proposal and the mitigation are, again, contained in the 'exempt' business case. In summary, the Chief Executive's proposals are to strengthen financial, customer and governance arrangements within the Council, to mitigate the risks set out in that business case.

Recommendations

12. Staffing Matters and Urgency Committee are asked to approve
 - (i) the final revised option and endorse the Chief Executive's proposed structure and support the implementation process.
 - (ii) proposals to undertake a review of Heads of Service as a second stage of the change process once the new structure and operating model is in place.

Reason: To enable the proposed restructure and operating model, incorporating statutory roles, to be implemented

Contact Details

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Chief Executive

**Report
Approved**



Date 11/12/18

Specialist Implications Officer(s):

Wards Affected:

All



For further information please contact the author of the report

Background Papers:

None

Annexes

Annex A - Business Case (Exempt information)

(This information is classed as exempt under paragraphs 1,2 & 3 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006))

Abbreviations

CCS – Customer and Corporate Services
CEX – Chief Executive
CMT – Corporate Management Team
SMU – Staffing Matters & Urgency