

Report of the Chief Executive

To agree to formal consultation for changes to the Council's Operating Model and the restructure of Customer and Corporate Services

Summary

1. Staffing Matters and Urgency Committee are requested to agree that the Chief Executive (CEX) commences with formal consultation on options for key changes to the Council's operating model and a refocusing of the Customer and Corporate Services (CCS) of the Council.
2. Whilst the Chief Executive is responsible as the Head of Paid Service to undertake any changes in accordance with the Council's Constitution, the options set out in this report affect the statutory (Section 151 and the Monitoring Officer) roles of the Council and therefore the Staffing Matters and Urgency Committee are requested to consider the proposals for change and consultation in the first instance.
3. Formal consultation will take place in accordance with existing Council policies with staff directly affected by the proposals. In addition, a wider consultation will be undertaken by the CEX with Heads of Services within CCS, Trade Unions, CMT and members.

Background

4. The background and detailed case surrounding the proposed options for the restructure and consultation process are contained in the business case to be provided to Members as exempt information in the form of an annex to this report.

Consultation

5. The formal consultation referred to will follow the Council's formal policy and procedures on Supporting Transformation.

Options

6. The Committee are asked to consider whether, or not, they wish to endorse the Chief Executive's proposals to consult on suggested changes to the Customer and Corporate Services structure. If agreed, a further report will be received by the Committee on progress and outlining recommended final changes in December.

Analysis

7. The analysis of the proposed restructure can be found in the business case.

Council Plan

8. The objectives of these key changes are to ensure that the Council's Customer and Corporate Services are effective and resilient enough to support frontline services, and are responsive enough to address future financial, governance and customer challenge to ensure we continue to deliver improved outcomes for residents and communities.

Implications

9. The implications of the proposal can be found in the respective business case.

Risk Management

10. The specific risks associated with the proposal and how they can be mitigated is contained in the business case. Broadly speaking, the Chief Executive's proposals are aiming to strengthen financial, customer and governance arrangements within the Authority, to mitigate the risks set out in the business case.

Recommendations

11. Staffing Matters and Urgency Committee are asked to endorse the Chief Executive's proposals to consult on the proposed restructure of Customer and Corporate Services.

Reason: To keep Members informed of this high level review, affecting statutory roles.

Contact Details

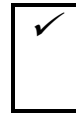
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Chief Officer Responsible for the report:

Mary Weastell
Chief Executive

Report
Approved



Date 03/10/18

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 - To follow

(This information is classed as exempt under paragraphs 1 and 2 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