



SENIOR MANAGEMENT REVIEW – PHASE 3

1. INTRODUCTION

- 1.1 In March 2011 Cabinet considered a report reviewing the senior management structure of the authority and agreed a number of changes. That report referred to the need for further consideration of the structure. The second phase review was reported to Cabinet on May 2012, including the deletion of a Head of Service post and the creation of a merged role for the Head of Leisure and Employment. This report proposes further change at the senior management level. For this purpose the definition of senior management includes the Executive Management Team (EMT), Heads of Service (HOS) and pay bands 10 and 9.

2. CONTEXT

- 2.1 The present EMT/HOS structure was introduced in 2007/08. It was designed to give flexibility in a rapidly changing environment and give effective support to the evolving political structure.
- 2.2 The 2011 and 2012 reviews were part of 5 workstreams introduced to deliver the savings required by unprecedented financial pressures. Senior management review was a prominent topic in the suggestions put forward by employees.
- 2.3 The review cannot be solely about finances. It is important to preserve the capacity of senior management to take the authority forward at a time when the need for innovation and resilience is greater than ever.

3. PROPOSALS

- 3.1 The Chief Executive has received two requests for Flexible Retirement as follows:-
- Executive Director has requested to reduce his hours from 37 to 22.5 hours (3 days) from 1st November 2013. He has indicated that he wishes to fully retire within the next 2 years.
 - Head of Housing has asked to reduce his hours from 37 to 22.5 hours (3 days) from 1st September 2013. He has indicated that he wishes to fully retire within the next year.
- 3.2 Based on the current and future financial constraints and workload demands, it is anticipated that these reductions in senior management levels are in the best interest of the Council.
- 3.3 It is proposed that a further paper is brought to Cabinet by October 2013 that considers how the responsibilities of the vacant post of Head of Housing will

be managed. A similar paper will be considered in early 2015 with reference to the Executive Director role.

4. FINANCIAL IMPLICATIONS

4.1 There is no cost to the authority of these proposals. There will be savings of approximately £40,000 in the current year with the potential for greater savings following the completion of the 3rd phase review.

5. ENVIRONMENTAL/CRIMINAL DISORDER/EQUALITY & DIVERSITY IMPLICATIONS

5.1 None arising directly from this review.

6. EMPLOYEE SIDE COMMENTS

The employee side note the content of the report and would welcome the opportunity to contribute throughout the review.

The employee side are keen to ensure that any further reviews take into consideration the potential impact to employees in the services affected.

7. PORTFOLIO HOLDER COMMENTS

I consider that this is a sensible approach to allow the Council to assess its future operational requirements within the currently evolving context.

8. CONCLUSION AND RECOMMENDATION

8.1 The Chief Executive has carefully considered the applications for flexible retirement and is very supportive.

8.2 That Cabinet agree the management changes proposed.

For Further Information

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Background Papers:

None