

SENIOR MANAGEMENT REVIEW – PHASE 3

1. INTRODUCTION

- 1.1 In June 2013 the Cabinet considered a report on two flexible retirement requests, from the Executive Director and the Head of Housing. This report considers how the Head of Housing position will be filled once Dave Brown, Head of Housing, fully retires in February 2014.

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 current Senior Management Structure is as follows:
- Chief Executive, Executive Director (S151), Executive Director (3 days per week from 1st November 2013)
 - Heads of Service x 9, Head of Housing (3 days per week from 1st September 2013)

3. PROPOSALS

- 3.1 Dave Brown, the Head of Housing, has stated that he will fully retire in February 2014 after 24 years with the Council. The Chief Executive has been in discussions with the Head of Housing, the Executive Directors and other Heads of Service on how the post could be filled.
- 3.2 With the Council facing continued financial pressure, it is proposed that the post of Head of Housing is not replaced on a like for like basis.
- 3.3 In light of the ongoing changes to welfare reform, which will impact on council housing tenants and other customers, the proposal is to merge the Housing service with Customer Services, which includes the housing benefit service.
- 3.4 A new post of Head of Housing and Customer Services will be created and will be taken on by the current Head of Financial and Customer Services, Glynne Miles.
- 3.5 As part of the restructure, it is proposed that the following changes are also made:
- The Audit and Accountancy teams will report to Executive Director, Bob Jackson
 - The Parking team will report to Head of Environment Services Colin Read

4. FINANCIAL IMPLICATIONS

- 4.1 There is no cost to the authority arising from these proposals. There will be savings of approximately £30k in 2013/14, rising to £80k in 2014/15, from the removal of the Head of Housing post.

5. ENVIRONMENTAL / CRIME AND DISORDER / EQUALITY AND DIVERSITY IMPLICATIONS

- 5.1 None arising directly from this review.

6. EMPLOYEES' SIDE COMMENTS

- 6.1 Employee Side note the report.

7. COMMENTS OF HOUSING AND COMMUNITIES PORTFOLIO HOLDER

- 7.1 I'm confident that these proposals are the right way forward for Housing.

8. COMMENTS OF THE LEADER

I support the continuing, sensible rationalisation of the senior management structure.

9. RECOMMENDATION

- 9.1 That Cabinet agree the management changes proposed.

For Further Information

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Background Papers:

Senior Management
Review Phase 3 – Cabinet 5th
June 2013