

REPORT OF CABINET

(Meeting held on 18 November 2002)

1. SENIOR MANAGEMENT STRUCTURE (REPORT A) (MINUTE NO. 87)

Given the severe financial constraints on local authorities, particularly in the South, there is a continuing need to look at all aspects of the Council's activities for potential savings. The departure of two of the five Heads of Service from the Environment Services Directorate – one to the new Joint Commercial Services Directorate with Test Valley Borough Council, and one to a senior post elsewhere, have questioned the viability of the Environment Services Directorate and provided an opportunity to review the senior management structure. After discussion, the Director of Environment Services has agreed to accept redundancy on terms set out in Report B (private report circulated under separate cover to members) to the Cabinet.

The Cabinet thanked the Director, Ms E Malcolm for her contribution to New Forest District Council. Ms Malcolm has always exhibited the highest standards of professional conduct. She has successfully led a number of major projects and through her work for the Council and partner bodies such as the New Forest Committee has done much to champion the cause of sustainability and preserve the unique environment of the area.

Members of the Cabinet and officers wished Ms Malcolm all the very best for the future.

In reviewing the future shape and direction of the senior management of the authority, the Cabinet agreed that it was important to consider not just the tight external financial constraints but also the need to deliver the positive policy agenda of the Council.

If the senior management of the authority is to be successful in both shaping and responding to these changes, it will itself need to change. A good start has already been made in moving away from a hierarchical structure which concentrated on the Corporate Management Team and which worked mainly through Directorate processes. The Heads of Services and other senior managers are increasingly involved in corporate decision-making about future strategy. The Chief Executive does not therefore propose a radical restructuring.

It is proposed that the functions of the Environment Services Directorate be divided between the Community Services and Resources Directorates. Subject to the Council agreeing the redundancy of the Director of Environment Services, the Cabinet has agreed that the Council's planning functions will become part of Community Services; and that the technical and consultancy functions will become part of the Resources Directorate. This will affect the three remaining Environment Directorate Heads of Service as follows:

- (a) The Heads of Development Control and Policy, Design & Information will become part of Community Services; and
- (b) The Head of Consultancy Services will become part of Resources.

The Chief Executive's Department, which was restructured last year, will remain unchanged.

There will be a need to consider the support arrangements for the revised structure and this work will be informed by the recent Best Value review of directorate support.

The full financial implications of the redundancy of the Director of Environment Services are set out in Report B (private) to the Cabinet. However, once the initial outlay is recovered, direct savings from the re-structuring equate to approx. £80,000 per annum.

Subject to the agreement by the Council of the recommendations below the Cabinet has agreed to the restructuring of the senior management of the authority as set out in Report A. Following this the Cabinet has also agreed that the delegations that fall within their remit be amended by transferring powers currently delegated to the Director of Environment Services to the Director of Community Services and Director of Resources, as appropriate.

RECOMMENDED:

That the Council approves:

- (a) The redundancy of the Director of Environment Services on the terms set out in Report 'B' (Private) to the Cabinet; and***
- (b) That the delegations of the Director of Environment Services that are not the responsibility of the Cabinet be transferred to the Directors of Community Services and Resources, as appropriate.***

**CLLR S A HAYES
CHAIRMAN**