

Senior Management Structure

REPORT TO EXECUTIVE & FULL COUNCIL



DATE	19/07/2023
PORTFOLIO	Leader
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PURPOSE

1. To consider proposals to review the Council’s Senior Management Structure.

RECOMMENDATION

2. That the Executive recommend to Full Council to (from 11th August 2023):
 - (a) Endorse this report and the updated Management Structure as set out in the Appendix;
 - (b) Redesignate the Strategic Head of Economy & Growth (RR1002) to Director of Economy and Development and transfer the management of the Head of Housing & Development Control to this post;
 - (c) Redesignate the Head of Finance & Property Services (AS0007) to Director of Resources and transfer the management of the People & Development service to this post;
 - (d) Note the inclusion of the Head of Housing & Development Control to the Chief Executive’s Management Team;
 - (e) Redesignate the role of Monitoring Officer to the Head of Legal & Democratic Services; and
 - (f) Delegate authority to the Monitoring Officer to make any consequential amendments to the constitution (Part 3 – Scheme of Delegation & Part 7 – Management Structure) to give effect to this decision.

REASONS FOR RECOMMENDATION

3. The Head of Paid Service is to ensure that the authority’s functions are properly co-ordinated as well as organising staff and appointing appropriate management.
4. Following recent senior personnel changes, the Senior Management Structure has been reviewed by the Chief Executive/Head of Paid Service (Designate) to ensure that the structure remains up to date and can continue to deliver on the Council’s priorities which include the re-procurement/extension of the council’s two strategic partnerships, strategic

delivery of the climate change agenda and improving the quality of the Borough's housing supply and stock.

SUMMARY OF KEY POINTS

5. The Head of Paid Service is to (inter alia) ensure that the authority's functions are properly co-ordinated as well as organising staff and appointing appropriate management.
6. Members will be aware that the Appointments Panel has recently appointed Rob Dobson to the post of Chief Operating Officer following a nationally advertised recruitment process. The Chief Executive (Designate) has proposed to revise responsibilities within the Senior Management Team to ensure that it reflects current priorities following the successful recruitment of the COO.
7. The Chief Executive's Management Team currently comprises of the Chief Executive, Chief Operating Officer, Head of Finance & Property Services and the Strategic Head of Economy & Growth.

8. Director of Economy and Development

It is proposed that the Strategic Head of Economy & Growth is redesignated as the Director of Economy and Development to recognise the strategic importance of the role in attracting business and investment into the Borough. It is also proposed to amend the person specification for this role to require that the postholder is a Member of the RTPI.

It is also proposed that the Head of Housing and Development Control should report directly to the Director of Economy and Development to ensure closer collaboration between planning policy and development control as well as driving the climate change strategy more strategically across the Borough. The alignment of the planning policy and development control units is common across the majority of councils across the country.

Whilst the salary level for the post will not be changed, it is recognised that the post should be appropriately titled to reflect the responsibilities associated with the role.

Moving responsibility for Housing and Development Control from the COO to the Director of Economy and Development will also allow the COO to focus on the re-procurement/extension of the council's two key strategic partnerships which is an immediate priority.

9. Director of Resources

To reflect the key importance of the management of the council's finances and resources across the organisation it is proposed that the Head of Finance & Property Services be redesignated as Director of Resources.

Whilst the salary level for the post will not be changed, it is recognised that the post should be appropriately titled to reflect the responsibilities associated with the role.

The People and Development Team currently report directly to the Chief Operating Officer. It is proposed that the Strategic HR Manager reports to the Director of Resources.

10. An assessment of the impact of the above changes has been carried out and it has been concluded that there be no change to the salary levels for the above Director posts.

11. Head of Housing & Development Control

Members will be aware of the importance of housing standards and climate change across the Borough. In view of the heightened importance of housing standards and climate change, the CEX (Designate) believes that there should be further visibility of these issues at the Chief Executive's Management Team. It is therefore proposed that the postholder becomes part of the Chief Executive's Management Team to provide greater oversight for these strategic priorities.

12. Monitoring Officer

The Monitoring Officer is a statutory appointment under Section 5 of the Local Government and Housing Act 1989 as amended by paragraph 24 of Schedule 5 Local Government Act 2000. The role of the Monitoring Officer is outlined in Section 5k of the Council's constitution.

13. The Council's current Monitoring Officer is Lukman Patel who commences in the role of Chief Executive (Head of Paid Service) on 11 August 2023. It is therefore necessary to appoint a senior officer to act in the role of Monitoring Officer with effect from this date. The Council is therefore asked to approve the redesignation of the Monitoring Officer role to the Head of Legal & Democratic Services.

14. Head of Policy & Engagement

As a result of Rob Dobson's recent appointment to the Chief Operating Officer role the above position will be vacant. The Chief Executive (Designate) is considering options and if there needs to be a further restructure as a result this, it will be reported to Members. There will be interim internal arrangements put in place to cover the key areas of the role.

15. Members will be aware that whilst there has been a significant increase in assets and projects in recent years which the Council is responsible for there has been no corresponding increase in management capacity. Whilst no additional management capacity is proposed at present, the Chief Executive (Designate) shall keep management capacity under review in line with his statutory role.

FINANCIAL IMPLICATIONS AND BUDGET PROVISION

16. An assessment of the impact of the above changes has been carried out and it has been concluded that there shall be no change to the salary levels for the redesignation of the two Heads of Service to Directors.

POLICY IMPLICATIONS

17. The appointment of an effective senior management structure is an essential requirement if the Council is to achieve the outcomes set out in the Council's Strategic Plan and continue the momentum driving the Borough forward

DETAILS OF CONSULTATION

18. Leader of the Council
Member Structures Working Group
Executive Members
Current Management Team and COO (Designate)

BACKGROUND PAPERS

19. None

FURTHER INFORMATION

PLEASE CONTACT:

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ALSO:

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