

Report to COUNCIL

Organisational Framework : Update

Portfolio Holder:

Cllr Arooj Shah, Leader of the Council

Officer Contact: Harry Catherall, Chief Executive

Report Author: Lewis Greenwood, Head of Executive Services

3 November 2021

Reason for Decision

In July 2021 Full Council approved the Council's Covid-19 Recovery Strategy (Corporate Plan) for the Borough. The new strategy sets out ambitions in six areas – driving equality; investing in quality housing; championing a green recovery; creating and protecting jobs and supporting businesses; prioritizing education, skills and early years and promoting health and wellbeing including protecting the most vulnerable. There is a requirement that we have appropriate Executive Leadership arrangements in place for us to deliver against the ambitions of our plan, but to also continue to deliver statutory services and priorities.

The Council's Appointments Committee has met and considered revisions to the Council's Senior Management Team Structure and this paper details a recommendation from that Committee for Full Council's consideration.

1.0 Background

- 1.0 The current operating environment for local government is characterised by challenges at multiple levels. These challenges are associated with constrained finances and rapidly rising demands both in critical services and in areas such as addressing inequality and climate change. It is clear from national, regional and local intelligence that there is a collective ambition across the local government community to deliver strong place leadership; to have more effective engagement with local communities, attract and develop a more flexible and adaptable workforce; and maximise the use of technology because local leaders know their places best and have the breadth of influence to bring all key activities together to make best use of that joint capacity and collaborative effort.
- 1.2 On a local level, Full Council will recall that in July 2021 Council approved the Council's Covid-19 Recovery Strategy (Corporate Plan) for the Borough. The new strategy sets out ambitions in six areas – driving equality; investing in quality housing; championing a green recovery; creating and protecting jobs and supporting businesses; prioritizing education, skills and early years and promoting health and wellbeing including protecting the most vulnerable. There is a requirement that we have appropriate Executive Leadership arrangements in place for us to deliver against the ambitions of our plan, but to also continue to deliver statutory services and priorities.
- 1.3 In order to ensure we have the right Executive Leadership arrangements in place and as a result of the resignation received from the Deputy Chief Executive, in October 2021, the Council's Appointments Committee met to consider a reconfiguration to the Council's Senior Management Team. The structure of the Senior Management Team is designed to promote joint working in the interests of residents to achieve the best possible outcomes within available resources. The structure proposed two Deputy Chief Executive roles – one to lead People focused services and one to lead our Place services including regeneration, economic growth and the services that keep our neighbourhoods clean, green and safe. Led by the Chief Executive, the two Deputy Chief Executives will form the Council's Executive Management Team. It should be noted that this proposal is cost neutral and therefore there is no growth to the Senior Team. The salary banding for the Deputy Chief Executive roles are to remain in line with the banding agreed as part of the Pay Policy Statement agreed at Full Council earlier this year. A review of all management layers within the Council will be undertaken which will achieve a significant saving in future financial years.

The Appointments Committee agreed to this proposal and in line with the Council's constitution are recommending the creation of these posts to Full Council for approval, given the remuneration for the posts is within the previously agreed salary banding of £130,000 to £140,000.

- 1.4 If approved, Full Council is asked to note that recruitment to both roles is to proceed imminently externally for a full recruitment process. Full Council is also asked to approve an update to the Pay Policy Statement to reflect these changes.

2.0 Consultation

2.1 The Council's policy and procedures have been and will be followed throughout the process . The staff directly affected by these proposals have been consulted.

3.0 Financial Implications

3.1 The revised structure arrangements are in line with the budget available for the Senior Management Team of the Council

Anne Ryans, Director of Finance

4.0 Legal Implications

4.1 Full Council is required to approve posts with remuneration of over £100k under the guidance.

Paul Entwistle, Director of Legal

5.0 Human Resources Implications

5.1 Advice has been provided throughout the exercise to apply relevant HR policy and procedures and this will continue to be the case as the new structure is implemented. The Council's recognised Union have been consulted and are supportive of the proposal, particularly in acknowledging the importance of workforce issues.

Julia Veall, Director of Workforce and Organisations Design

6.0 Risk Assessments

6.1 None

7.0 IT Implications

7.1 Not applicable

8.0 Property Implications

8.1 Not applicable

9.0 Procurement Implications

9.1 Not applicable

10.0 Environmental and Health and Safety Implications

10.1 Not applicable

11.0 Community Cohesion and Crime Implications

11.1 Not applicable

12.0 Equality Impact Assessment Completed (EIA)

12.1 The recommended option has no impact on any particular equality group therefore an EIA is not required.

13.0 Key Decision

13.1 No

14.0 Forward Plan Reference

14.1 Not applicable

15.0 Background Papers

15.1 None

16.0 Appendices

16.1 None