

**30<sup>th</sup> June 2015**

**Policy, Finance and Resources Committee**

**Approval for Restructures in Three Service Areas**

**Report of:** *Philip Ruck – Head of Paid Service*

**Wards Affected:** *All*

**This report is:** *Public*

**1. Executive Summary**

1.1 This report requests the approval of the Policy, Finance and Resources Committee to allow the Head of Paid Service to conduct and implement restructures in three service areas of the Council. The Council's Organisational Change Policy makes it clear that approval is sought from Members prior to any restructuring being carried out.

1.2 The areas under consideration for restructure are

- i. Senior Management Team, also known as the Corporate Leadership Board (CLB)
- ii. Street Scene Management
- iii. Car Parking

1.3 If agreed, the proposed restructures will be in place by 31st August 2015.

**2. Recommendation(s)**

**2.1 That the restructures in the service areas as defined in 1.2 above proceed in accordance with the Council's adopted policies and procedures.**

**2.2 That the Head of Paid Service be granted delegated authority to undertake, manage, and implement the said restructures provided that consultation takes place with the Leaders of all political groups (or in their absence, their appointed deputies). Such consultation shall include meetings with the said Leaders and shall include advice as to progress.**

### **3. Introduction and Background**

- 3.1 The Council is committed to ensure that its services are always reviewed to provide the best service it can but also at the price it can afford. This requires the organisation to continually re-assess the way in which services are delivered.
- 3.2 The service restructures proposed arise from the following influences

Service Area	Reason for Change
Senior Management	Budget pressure and realignment of services
Street Scene	Review of operations to meet service delivery
Car Parking	Review of operations to meet service delivery

The reorganisation of the Streetscene service area is part of the agreed budget in March, which was bought forward and included in the revised budget proposals in June 2015. In addition, the changes will include the new role of Street Inspector as agreed by the Environment and Housing Management Committee in June 2015. This will make the service more in line with current priorities and delivery model. It will also contribute towards the Council's savings targets.

- 3.3 The potential FTE reductions in each of the service areas are

Service Area	Potential FTE Reduction
Senior Management	2
Street Scene	0
Car Parking	1

### **4. Issue, Options and Analysis of Options**

- 4.1 The full details of any terms of proposed redundancy or associated costs will be in line with contractual obligations and are subject to confidentiality. These costs will be met out of the allocated transformational reserve budget and will deliver ongoing revenue savings to the Council. .
- 4.2 Timescale – It is anticipated that all aspects of the 3 proposed restructures will be concluded by 31<sup>st</sup> August 2015

### **5. Reasons for Recommendation**

- 5.1 To enable the Council to align its available resources with its service delivery model.

### **6. Consultation**

6.1 Consultation will take place with all relevant parties as defined in the Council's Organisational Change policy.

## **7. References to Corporate Plan**

7.1 Becoming a Modern Council requires a Senior Management structure that builds resilience and releases capacity for strategic planning.

## **8. Implications**

### **Financial Implications**

**Name & Title: Chris Leslie, Finance Director**

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8.1 Any costs arising from the proposals will be met from either recruitment lag and/or the Organisational Transformation Reserve.

### **Legal Implications**

**Name & Title: Chris Potter, Monitoring Officer**

**Tel & Email: 01277 312 860 christopher.potter@brentwood.gov.uk**

8.2 The Council has agreed policies and procedures which need to be followed in order to avoid risk of challenge.

8.3 The Employment Rights Act 1996 (as amended) sets out the relevant law as regards the rights and duties of an employer and employees. Also as a matter of contract law, the Council will need to comply with the relevant terms of individual contracts of employment.

**Other Implications** (where significant) – i.e. Health and Safety, Asset Management, Equality and Diversity, Risk Management, Section 17 – Crime & Disorder, Sustainability, ICT.

8.4 None

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