

20th September 2016

Policy, Finance and Resources Committee

Approval for Restructures

Report of: *Philip Ruck – Chief Executive*

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 Chief Executive to conduct and implement restructures in service areas of the Council. Whilst the Council's Organisational Change Policy makes it clear that approval is not sought from Members in relation to the service areas under review, it is important that Members are aware of the potential changes to the way in which services are delivered prior to any restructuring being carried out.

1.2 The areas under consideration for restructure are

- a. Senior Management Team, also known as the Corporate Leadership Board (CLB)
- b. Planning
- c. Housing

1.3 If agreed, the proposed restructures will be in place by 30th November 2016.

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 Chief Executive 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
Planning	Review of operations to meet service delivery
Housing	Review of operations to meet service delivery

The Senior Management restructure has been agreed by Council in June 2015, as a savings target in the revised budget for 2016/2017.

The other service area restructure has been initiated by the Chief Executive who wishes to make the service more reactive and in-line with the current delivery model.

- 3.3 The potential FTE reductions in each of the service areas are not known at this stage as it is important to note that the restructures are focused on service delivery and improvement in the customer journey and not driving efficiency benefits

4. Issue, Options and Analysis of Options

- 4.1 The full detail of any terms of any proposed redundancy or associated costs, is subject to confidentiality (i.e. 'exempt information') and the production of a clear and defined business case so cannot be disclosed. However, any sum will be in line with the Council's redundancy payment policy, together with other contractual entitlements.
- 4.2 Timescale – It is anticipated that all aspects of the 3 proposed restructures will be concluded by 31st December 2016.

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 and service structure that builds resilience and releases capacity for strategic planning.

8. Implications

Financial Implications

Name & Title: Ramesh Prashar, Section 151 Officer

Tel & Email: 01277 312531 / ramesh.prashar@brentwood.gov.uk

- 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: Daniel Toohey, Monitoring Officer

Tel & Email: Tel 01277 312860 / daniel.toohey@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.

Report Author Contact Details:

Name: Philip Ruck
Telephone: 01277 312569
E-mail: Philip.ruck@brentwood.gov.uk