

CABINET

Senior Management Restructuring

10 November 2009

Report of the Chief Executive

PURPOSE OF REPORT

Cabinet is asked to consider a presentation from the North West Employers Organisation on the consultancy work undertaken so far on the Council's senior management restructuring and the resulting proposals.

Key Decision

Non-Key Decision

X

Officer Referral

X

Date Included in Forward Plan

This report is public

RECOMMENDATIONS OF COUNCILLORS MACE AND THOMAS

- (1) That Cabinet consider the information presented by the North West Employers Organisation about the consultancy work undertaken on restructuring the Council's senior management so far and approve, or otherwise, the resulting proposals.

1.0 Introduction

- 1.1 The budget for 2009/10 requires savings of £1.3 m of which up to £400k is related to savings on employees, including a target of saving £50k in respect of senior management.
- 1.2 At its meeting on 30 July 2009, the Personnel Committee considered a project brief from the North West Employers Organisation (NWEO) to provide advice and support with proposals for restructuring the senior management of the Council. The Personnel Committee resolved that the project brief be agreed and asked Cabinet to authorise funding of the consultancy work from the restructuring reserve. Members will recall that Cabinet duly approved the necessary funding at its meeting on 1 September 2009.

2.0 Proposal Details

- 2.1 NWEO have been invited to the meeting today to provide information to Cabinet on the consultancy work it has undertaken so far on the Council's senior management restructure and to present the resulting proposals.

3.0 Details of Consultation

- 3.1 There has been no formal consultation at this stage. Formal consultation would commence if proposals for a restructure are approved by Cabinet.

4.0 Options and Options Analysis (including risk assessment)

- 4.1 The options open to Cabinet are

Option 1: to approve the proposals put forward by the NWEO regarding senior management restructuring.

Option 2: not to approve the proposals put forward by the NWEO regarding senior management restructuring.

5.0 Officer Preferred Option (and comments)

- 5.1 The NWEO was engaged by the Council as an external consultant to provide advice on the senior management restructure, as any proposals might potentially affect all the Chief Officers of the Council.
- 5.2 The officer preferred option is, therefore, option 1, to approve the proposals put forward by the external consultant regarding the senior management restructure.

6.0 Conclusion

- 6.1 Cabinet is asked to consider the proposals put forward by the NWEO in the context of making the required savings on employee costs.

RELATIONSHIP TO POLICY FRAMEWORK

The corporate plan sets out the need for the council to find more than £1m of savings in each of the next two years to safeguard local services and keep council tax down. A target saving of £50K in respect of senior management has been identified for the 2009/10 budget.

CONCLUSION OF IMPACT ASSESSMENT

(including Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)

FINANCIAL IMPLICATIONS

Cabinet authorised funding from the restructuring reserve of up to £13,500 plus expenses to cover the NWEO external consultancy work on senior management restructuring.

SECTION 151 OFFICER'S COMMENTS

In view of the scope of the proposed senior management review, it is not appropriate for the Section 151 Officer to comment.

Details of the NWEO's proposals were not available at the time of writing. The Deputy Section 151 Officer will be attending the meeting and will comment/advise as appropriate.

LEGAL IMPLICATIONS

There are no legal implications arising from this report.

MONITORING OFFICER'S COMMENTS

As both the Monitoring Officer and the Deputy Monitoring Officer are within the scope of the proposed senior management review, it is not appropriate for them to comment.

BACKGROUND PAPERS

Personnel Committee agenda and minutes
30 July 2009.

Cabinet agenda and minutes 1 September
2009.

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