

CABINET

Senior Management Capacity 03 July 2012

Report of Chief Executive

PURPOSE OF REPORT			
To ask Cabinet to consider the capacity of the City Council's senior management.			
Key Decision	<input type="checkbox"/>	Non-Key Decision	<input type="checkbox"/>
		Referral from Officer	<input checked="" type="checkbox"/>
Date Included in Forward Plan	N/A		
Project Appraisal Undertaken	N/A		
This report is public			

RECOMMENDATIONS

- (1) To consider the position regarding Senior Management capacity.

1.0 Background

- 1.1 At its meeting on the 14 February 2012, Cabinet approved a revised Senior Management Structure. The new structure was implemented immediately following Cabinet approval, with the exception of filling the Property, Partnerships and Performance post as Cabinet requested further consideration be given to the capacity of senior management across the Council.

2.0 Issues to be considered

- 2.1 Number of Chief Officers based on the future needs of the Council

- 2.1.1. Having worked with the new structure for over three months, I consider the current numbers at chief officer level to be sufficient to deliver the Corporate Plan Priorities and actions. As requested by Cabinet, reported to Personnel Committee and following discussions with Service Heads, I consider that a more appropriate Senior Management Structure is to dispense with the new chief officer post, and instead create additional capacity below chief officer level, to ensure the structure is capable of delivering the Council's priorities in an efficient and effective manner – **see Appendix A.**

- 2.1.2 With effect from the 18 June 2012, the connection into the Chief Officer

structure of the shared property functions has been placed with the Head of Financial Services, with the exception of Parking Administration, Markets and CCTV, which have been placed with the Head of Environmental Services. As Information Services is also a function within Financial Services, the service will be renamed "Resources" to better identify with the range of functions undertaken within it. The post of Head of Financial Services will, therefore, become 'Head of Resources'. It is also considered that re-titling 'Regeneration and Policy' to 'Regeneration and Planning' is more meaningful.

2.2 Capacity at Senior Management level

2.2.1 Following consideration, I have identified that this is a particular need in the Regeneration and Planning Service. A more detailed report in respect of these issues can be found elsewhere on the Agenda.

3.0 **Details of Consultation**

Consultation has taken place with Chief Officers.

RELATIONSHIP TO POLICY FRAMEWORK Corporate Plan and Medium Term Financial Strategy
CONCLUSION OF IMPACT ASSESSMENT (including Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing) This is covered in the report.
LEGAL IMPLICATIONS There are no legal implications directly arising from this report.
FINANCIAL IMPLICATIONS In the previous Senior Management restructure report, as approved by Cabinet on 14 February 2012, provision for the additional Senior Management Post had been made at £68,121 for 2012/13 and £81,914 for future years. As the post is to be dispensed with this additional cost will no longer be incurred. However, the need to create additional capacity below Chief Officer level will still require financing and is the subject of a report elsewhere on this agenda.
OTHER RESOURCE IMPLICATIONS Human Resources: Staff have been kept informed about the restructure and will continue to be consulted as we go forward. Those staff directly affected have been advised in writing of the changes to their service areas and any changes to line management arrangements from 18 June 2012. The changes to the Chief Officer arrangements be incorporated into the work programme underway to review the current pay and grading arrangements for all employees of the Council. The proposed senior management post within Regeneration and Planning will be

evaluated using the Council's job evaluation scheme.

Information Services:

N/A

Property:

N/A

Open Spaces:

N/A

DEPUTY SECTION 151 OFFICER'S COMMENTS

The Deputy Section 151 has been consulted and has no further comments.

DEPUTY MONITORING OFFICER'S COMMENTS

The Deputy Monitoring Officer has been consulted and has no further comments.

BACKGROUND PAPERS

Reports to Cabinet 17 January and 14 February. Report to Personnel Committee 28 February

Contact Officer: Mark Cullinan

Telephone: 01524 582011

E-mail: chiefexecutive@lancaster.gov.uk

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