

# PERSONNEL COMMITTEE

13 February 2020

## Corporate Services Restructure – Project Delivery Team

### Report of Director of Corporate Services.

#### PURPOSE OF REPORT

To update Personnel Committee on a proposed re-organisation which impacts upon the Corporate Services and Communities and Environment Directorates and the Chief Executive's Department.

This report is public.

#### RECOMMENDATIONS

**Personnel Committee are asked to note the report and to make appropriate arrangements to prepare for a potential interview for the new Chief Officer Senior Head of People and Transformation post.**

##### 1.0 Introduction

The report updates the Committee with respect to a reorganisation which encompasses the Corporate Services and Environment and Community Directorates and the Chief Executives Department. The re-organisation which will be funded from within existing resources will create a dedicated project delivery unit and also improve the Council's approach to organisational development. The report picks up the ramifications of the review that fall within the Personnel Committee's remit.

##### 2.0 Proposal Details

- 2.1 The development of a dedicated project delivery unit has resulted in a number of changes to existing structures and posts in order to provide a focus on key corporate projects. The delivery unit will work alongside the HR function which will oversee organisational development initiatives to drive forward change and improved performance.
- 2.2 A new post of Senior Head of People and Transformation has been created to be responsible for the new service. This new post has been subject to job evaluation and has been graded as a Chief Officer post. As such, the recruitment to the post falls within the remit of the Personnel Committee as per part 3 section 6 of the Council's constitution.

2.3 The Director of Corporate Services will provide a presentation on the new arrangements at the Personnel Committee meeting.

### 3.0 Details of Consultation

3.1 Ongoing consultation is taking place with all postholders affected by the proposed changes.

<b>RELATIONSHIP TO POLICY FRAMEWORK</b> The report sets out operational arrangements for organisational development and the delivery of projects.	
<b>CONCLUSION OF IMPACT ASSESSMENT (including Health &amp; Safety, Equality &amp; Diversity, Human Rights, Community Safety, HR, Sustainability and Rural Proofing)</b> There are no immediate implications for consideration.	
<b>LEGAL IMPLICATIONS</b> There are no direct legal implications arising from this report..	
<b>FINANCIAL IMPLICATIONS</b> There are no direct financial implications arising from this report. The changes outlined in this report are being made from within existing budget provision.	
<b>OTHER RESOURCE IMPLICATIONS</b> No additional direct resource implications.	
<b>SECTION 151 OFFICER'S COMMENTS</b> The s151 Officer has been consulted and has no further comment.	
<b>MONITORING OFFICER'S COMMENTS</b> The Monitoring Officer has been consulted and has no further comment.	
<b>BACKGROUND PAPERS</b> Exempt	<b>Contact Officer: Dan Bates</b> <b>Telephone: 01524 582138</b> <b>E-mail: dbates@lancaster.gov.uk</b> <b>Ref:</b>