

<b>Subject:</b>	Senior Management Restructure	<b>Status:</b>	For Publication
<b>Report to:</b>	Council	<b>Date:</b>	28 <sup>th</sup> September 2016
<b>Report of:</b>	Chief Executive	<b>Portfolio Holder:</b>	Resources and Performance
<b>Key Decision:</b>	<input checked="" type="checkbox"/> Forward Plan <input checked="" type="checkbox"/>	General Exception <input type="checkbox"/>	Special Urgency <input type="checkbox"/>
<b>Equality Impact Assessment:</b>	Required:	Yes	Attached: Yes
<b>Biodiversity Impact Assessment</b>	Required:	No	Attached: No
<b>Contact Officer:</b>	Clare Law	<b>Telephone:</b>	01706 252457
<b>Email:</b>	clarelaw@rossendalebc.gov.uk		

<b>1.</b>	<b>RECOMMENDATION(S)</b>
1.1	Members agree the new structure as attached at Appendix B and as detailed in the report subject to consultation and job evaluation.
1.2	Any changes necessary as a result of the new structure to the Council's Constitution in relation to Director and Proper Officer posts be delegated to the Monitoring Officer in consultation with the Portfolio Holder.

## 2. PURPOSE OF REPORT

- 2.1 To seek Members agreement to make changes to the Senior Management Structure.

## 3. CORPORATE PRIORITIES

- 3.1 The matters discussed in this report impact directly on the following corporate priorities:
- **Regenerating Rossendale:** This priority focuses on regeneration in its broadest sense, so it means supporting communities that get on well together, attracting sustainable investment, promoting Rossendale, as well as working as an enabler to promote the physical regeneration of Rossendale.
  - **Responsive Value for Money Services:** This priority is about the Council working collaboratively, being a provider, procurer and a commissioner of services that are efficient and that meet the needs of local people.
  - **Clean Green Rossendale:** This priority focuses on clean streets and town centres and well managed open spaces, whilst recognising that the Council has to work with communities and as a partner to deliver this ambition.

## 4. RISK ASSESSMENT IMPLICATIONS

- 4.1 All the issues raised and the recommendation(s) in this report involve risk considerations as set out below:

Failure to review the Senior Management Structure could potentially impact on organisational resilience, performance and service delivery.

## 5. BACKGROUND AND OPTIONS

- 5.1 The changes are intended to support a robust management team with the skills needed to enhance the focus and corporate capacity across the Council to prepare the Council for the future.
- 5.2 The review of the Senior Management Structure in February 2016 created a Director of Business to support the development of business opportunities to generate additional income

and create a more entrepreneurial and 'business-like' Council to reflect a greater emphasis on commercialisation.

- 5.3 The proposed structure will re-designate the Director of Business to Director of Economic Development and establish a Director of Place. The Director of Place will provide additional strategic management responsibilities focusing on the residents and communities of the Borough.
- 5.4 The proposed structure will retain the Corporate functions of Legal, Finance and Human Resources, continuing with their statutory responsibilities including the Legal Services Manager as Monitoring Officer and Head of Finance as S151 Chief Financial Officer.
- 5.5 The current Senior Management structure is set out in appendix A
- 5.6 The Director of Place will be subject to HAY job evaluation assessment to ascertain the grade of the post. The proposed grade will be grade 16 (scp 70-74) - £67,739 - £74,512. (c £83.4k to £91.8k with employer's on costs).

The funding for the post will be secured following proposed re-modelling of service areas with existing vacant posts and officer duties being reviewed in order to streamline the Council's statutory services whilst being mindful that any changes do not have a detrimental impact on the Council's residents and communities.

In addition, further consideration will be given to create more efficient working practices utilising third partners for procurement of ad hoc specialist functions.

- 5.7 Formal consultation commenced with the affected Officers and Trade Union at a Group Consultation meeting held on 13<sup>th</sup> September 2016 to discuss the proposals, full consultation will be completed in due course.
- 5.8 The proposed Senior Management structure is set out in Appendix B, and includes the Chief Executive direct reports to be the Director of Economic Development, Director of Place, Legal Services Manager (Monitoring Officer), Head of Finance and Property (S151 Officer) and HR Manager.
- 5.9 The Legal Services Manager will be the Council's Monitoring Officer.
- 5.10 The Head of Finance will be the Council's S151 Officer.
- 5.11 There is an expectation that once the Senior Management Structure is in place there will be an on-going review of the Officers' respective teams below them to ensure that benefits are realised.

#### **COMMENTS FROM STATUTORY OFFICERS:**

##### **6. SECTION 151 OFFICER**

- 6.1 Financial implications are noted in the report.
- 6.2 Members should have regard to, amongst other things, the Council's Medium Term Financial Strategy and the estimated future yearly funding deficit.

##### **7. MONITORING OFFICER**

- 7.1 All legal implications are covered within the body of the report.

**8. POLICY IMPLICATIONS AND CONSULTATION CARRIED OUT**

8.1 Full consultation will be undertaken with affected staff. HR policies and procedures will be followed.

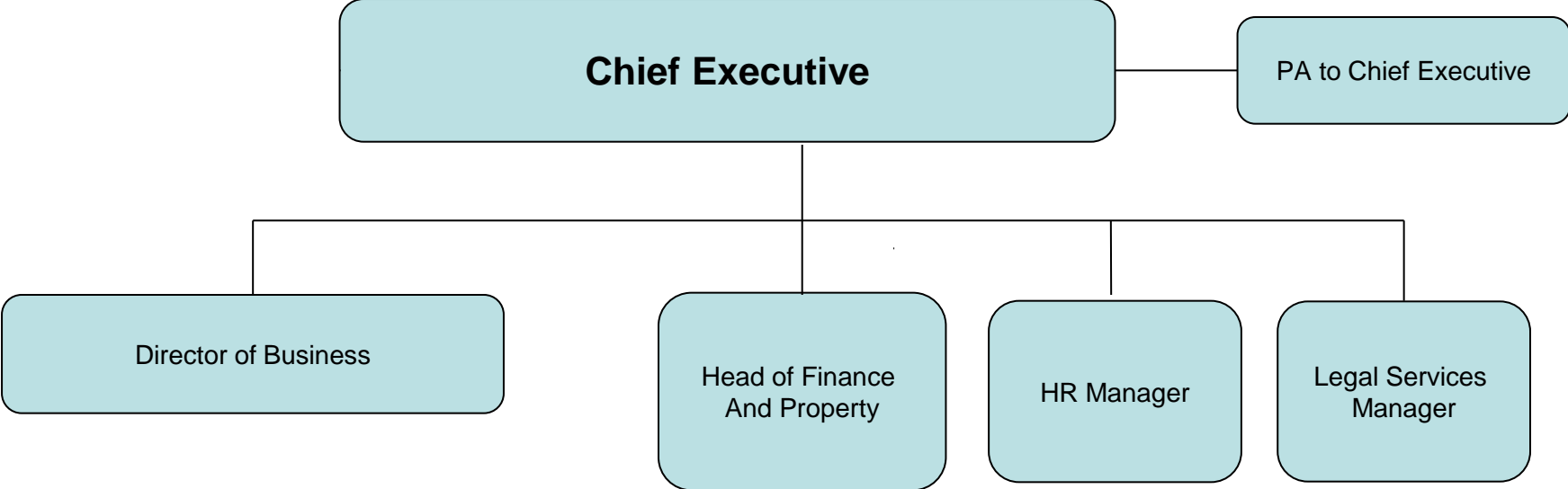
**9. CONCLUSION**

9.1 To maintain an up to date Senior Management Team structure with strong strategic management and leadership skills to support the long term stability and growth of the Council to ensure its future going forward.

To make changes to the Council's Constitution to reflect the changes to Chief Officers and Statutory Officers.

No background papers

Appendix A  
Organisational Structure



Appendix B  
Management Organisational Structure

