

Report to:	CHIEF OFFICERS EMPLOYMENT COMMITTEE
Relevant Officer:	Neil Jack, Chief Executive
Relevant Cabinet Member:	Councillor Blackburn, Leader of the Council
Date of Meeting:	15 February 2016

CHIEF OFFICER RESTRUCTURE

1.0 Purpose of the report:

1.1 The Committee is asked to consider a request from the Deputy Chief Executive for voluntary redundancy as part of the 2016/17 budget reduction proposals and if accepted the resultant changes to the organisations chief officer structure.

2.0 Recommendation(s):

2.1 To approve the voluntary redundancy of the Deputy Chief Executive, Carmel McKeogh effective from the 31 March 2016. This request will deliver on going senior management savings and contribute to the 2016/ 2017 savings proposals.

2.2 To authorise the Chief Executive to seek expressions of interest from the Chief Officers who are line managed by him, to determine who will be designated as the Council's Deputy Chief Executive within the new structure, from 1 April 2016.

2.3 To agree that the Committee undertake an interview process following these expressions of interest and to note that this designation does not entail any additional remuneration.

3.0 Reasons for recommendation(s):

3.1 The objectives of this proposal is as follows:

- Reduce further the overall costs of the leadership structure to the organisation to achieve significant on-going savings.
- Ensure that the leadership structure will meet the current and medium term needs of the organisation and is focused on the priorities of the elected administration.
- Ensure that the structure includes sensible groupings of activities which supports cross Directorate working and avoids duplication of effort.

3.2 The scope of the review included all posts in the current chief officer structure.

3.3 Initial consultation with Members, Chief Officers, members of the senior leadership team who are affected and Trades Unions has taken place and the report provides a position statement to up-date Members with regard to the proposed changes and the costs and savings associated with it, as well as the alignment of services.

3.4 It should be noted that whilst this is another reduction in the Chief Officer cadre which, can be accommodated by the realignment of services, the number of Chief Officers have reduced from 31 in March 2010 to nine, if this request is approved.

3.2a Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

3.2b Is the recommendation in accordance with the Council's approved budget? Yes

3.3 Other alternative options to be considered:

To not approve the voluntary redundancy request.

4.0 Council Priority:

4.1 The relevant Council priorities are

- "The economy: Maximising growth and opportunity across Blackpool"
- "Communities: Creating stronger communities and increasing resilience"

5.0 Background Information

5.1 The Council anticipated that there would be a funding gap of £20 million for the financial year 2016/2017 based on the information available to it at the time. The Provisional Settlement announced in late December 2015, has brought an unexpected additional £5.1m of funding pressures as a result of further Government cuts to the Department for Communities and Local Government Departmental Expenditure Limit and front loading of these cuts over the 4-year Settlement period.

5.2 The Deputy Chief Executive determined at this point that she would put a request to the Chief Executive that he considered a request from her for voluntary redundancy on the basis that her post could be removed. The services she managed could be managed by other members of the corporate leadership team and therefore a saving could be achieved that would be part of the strategy to close the gap.

5.3 The Chief Executive has considered that proposal and is satisfied that such arrangements can be made to restructure the management team and that as a result there will be a significant saving to the authority on an ongoing basis.

5.4 Proposed Changes to the Council's Structure

It is proposed that as a result of removing the Deputy Chief Executives Department from the organisation structure the following restructure would take place from 1st April 2016:

- The ICT function would transfer to the Resources Directorate
- The Business Support function would transfer to the Resources Directorate
- The Health and Safety function would transfer to the Resources Directorate
- The Payroll function would transfer to the Resources Directorate
- The Equality and Community Engagement functions transfer to the Governance and Regulatory Services Directorate.
- The Policy, Performance Management and Communications functions transfer to the Chief Executive.
- The Human Resources function (taking in the Pay and HR Policy function) transfers to the Chief Executive.

In addition, a number of lead roles will transfer from the Deputy Chief Executive to other members of the Corporate Leadership Team, two notable ones are:

- The strategic lead for the Headstart programme and bid will transfer to the Chief Executive.
- The strategic lead for partnerships will transfer to the Director for Governance and Regulatory Services, whose job will be retitled to Director of Governance and Partnerships.

5.5 Further minor changes in the functions managed by Chief Officers may be necessary as these changes embed and impact on the workloads of the Chief Officers that remain. An opportunity will also be taken to look at certain particular functions in the above directorates to see where further resilience and complimentary working can be achieved and changes made to the structure which supports this.

Does the information submitted include any exempt information? No

List of Appendices:

Appendix 3(a) – Redundancy Costs and Savings

6.0 Legal considerations:

6.1 Employment law has been adhered to in respect of handling these issues at all times.

7.0 Human Resources considerations:

7.1 These are contained in the report.

8.0 Equalities considerations:

8.1 The change to the Chief Officer Structure of the organisation has little impact on the workforce profile as the numbers are very small.

9.0 Financial considerations:

9.1 The costs and savings associated with this proposal are an exempt item and are attached at Appendix 3(a).

10.0 Risk management considerations:

10.1 The Chief Executive is satisfied that careful consideration of the risk has been undertaken and the proposed restructure reflects this.

11.0 Ethical considerations:

11.1 None.

12.0 Internal/ External Consultation undertaken:

12.1 Initial consultation with Members, Chief Officers, members of the senior leadership team who are affected and Trades Unions has taken place.

13.0 Background papers:

13.1 None.