

Business Planning / MTFS Options 2020/21 – 2024/25

20	/25-EC07
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Title of Option:	HRP Senior Restructure			
Priority:	Economy	Responsible Officer:	Dan Hawthorn	
Affected Service(s) and AD:	HRP	Contact / Lead:	Tasleem Hamid	

Description of Option:

- •What is the proposal in essence? What is its scope? What will change?
- What will be the impact on the Council's objectives and outcomes (please refer to relevant Borough Plan 2019-23 objectives and outcomes, and Borough Plan Evidence Packs)
- How does this option ensure the Council is still able to meet statutory requirements?
- •How will the proposal deliver the benefits outlined?

[Proposals will be mapped to the new Borough Plan Priorities/Objectives/Outcomes as they emerge – please take account of any likely changes when framing proposals]

In June 2019, a senior management restructure within Housing, Regeneration & Planning was approved. The directorate was restructured in a way that will best allow it to achieve the recently updated corporate priorities, as expressed in the Borough Plan, within the available resources. With a number of changes taking place within the Directorate, the restructure was an opportunity to streamline the structure, align responsibilities to achieve maximum efficiency and eliminate duplication while recognising the need to build a confident and stable approach to Housing, Regeneration and Planning. The restructure also created a simpler, more transparent structure based on equivalent and comparable senior positions whilst ensuring that the best use is made of all the skills available to the Council. The saving presented here has been achieved as a result of that restructure.

Financial Benefits Summary

Savings	2020/21	2021/22	2022/23	2023/24	2024/25	Total
All savings shown on an incremental	£000s	£000s	£000s	£000s	£000s	£000s
New net additional savings	- 30	-	-	-	-	- 30

Capital Implementation Costs	2020/21	2021/22	2022/23	2023/24	2024/25	Total
	£000s	£000s	£000s	£000s	£000s	£000s
Total Capital Costs	-	-	-	-	-	-

Financial Implications Outline •How have the savings above been determined? Please provide a brief breakdown of the factors considered. •Is any additional investment required in order to deliver the proposal? •If relevant, how will additional income be generated and how has the amounts been determined?				
o additional investment is required. The saving has been generated by streamlining costs charged to current budgets.				
b additional investment is required. The saving has been generated by streamlining costs charged to current budgets.				
olivany Confidence				
elivery Confidence				
the state of the state of the state of				
this stage, how confident are you that this 5				
otion could be delivered and benefits				
alised as set out?				
= not at all confident;				
= very confident)				
Indicative timescale for implementation				

	11/02/2019		01/08/2019
Est. start date for consultation DD/MM/YY		Est. completion date for implementation DD/MM/YY	
	Y - implemented July 2019		
Is there an opportunity for implementation			
before April 2020? Y/N; any constraints?			

Implementation Details
How will the proposal be implemented? Are any additional resources required?
Please provide a brief timeline of the implementation phase. Which a of any age of the implementation is a second of the implementation of the implementation is a second of the implementation of the implementation is a second of the implementation of the
How will a successful implementation be measured? Which performance indicators are most relevant?
The appropriate processes were followed in relation to the restructure and has been successfully implemented.
Impact / non-financial benefits and disbenefits
What is the likely impact on customers and how will negative impacts be mitigated or managed?
List both positive and negative impacts. Where possible link these to outcomes (please refer to relevant Borough Plan 2019-23 objectives and outcomes)
Positive Impacts
The implementation of the restruture should not directly impact customers, however the new management structure will allow the Borough Plan objectives to be fully supported and achieved.
Negative Impacts
None

What is the impact on businesses, members, staff, partners and other stakeholders and how will this be mitigated or managed? How has this been discussed / agreed with other parties affected?
List both positive and negative impacts.
Positive Impacts
The agreed structure better aligns responsibilities to achieve maximum efficiency and eliminate duplication while recognising the need to build a confident and stable approach to Housing, Regeneration and Planning, especially in light of the new Borough Plan priorities. It will also allow the Council to achieve a simpler, more transparent structure based on equivalent and comparable senior positions whilst ensuring that the best use is made of all the skills available to the Council. This will be positive for staff and external stakeholders.
Negative Impacts
None anticipated.
How does this action accurate Council is able to most statute as accurate 2
How does this option ensure the Council is able to meet statutory requirements?
N/A

Risks and Mitigation

What are the main risks associated with this option and how could they be mitigated?(Add rows if required)

Risk	Impact (H/M/L)	Probability (H/M/L)	Mitigation
Permanent appointments are not made,	M	L	Recruitment processes is progressing within agreed
leading to additional cost of interims			timescales

Has the EqIA Screening Tool been completed for this proposal?	Yes
EqIA Screening Tool	
Is a full EqIA required?	No