

## RECORD OF DECISION TAKEN UNDER URGENCY PROCEDURES OR DELEGATED AUTHORITY

All requests for action to be taken in accordance with established urgency procedures or delegated authority must be accompanied by an appropriate report setting out all relevant considerations, in particular legal and financial considerations, and with a clear recommendation[s] for action, in order for an appropriate decision to be taken in accordance with the provisions of current legislation.

Log No.

Ward(s) affected: N/A

Title of Report:

Reallocation of delegated officer powers to Senior Leadership Team following senior management restructure


Reason for urgency or relevant paragraph for authority under scheme of delegation:

In accordance with Part 3 Section E paragraph 6.03 and 6.04 of the Constitution, the Chief Executive and Head of Paid Service is empowered to authorise these changes to the Scheme of Delegation, in consultation with the Leader of the Council in respect of executive functions and with the Chair of Corporate Committee in respect of non-executive functions. A report will be taken to Full Council at the next opportunity.

**Decision of Chief Officer**

I approve the recommendation as set out in the attached report.

Signature



Date

11/04/14

**Concurrence of the Leader**

I concur with the above decision.

Signature



Date

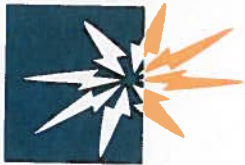
14/04/14

**Concurrence of the Chair of Corporate Committee**

I concur with the above decision.

Signature *George F. Mehan* Date *15-4-2014*

**Once signed by the Chief Officer this cover sheet together with the substantive report must be forwarded to the Cabinet Committees Team - Level 7, River Park House - for processing. All requests for action to be taken in accordance with urgency procedures must be dealt with in this way to ensure that the Council complies with the necessary legal requirements. Thank you for your co-operation.**



**Haringey Council**

<b>Report for:</b>	<b>The Chief Executive and Head of Paid Service – 11 April 2014</b>	<b>Item Number:</b>	<b>1</b>
<b>Title:</b>	<b>Reallocation of delegated officer powers to Senior Leadership Team following senior management restructure</b>		
<b>Report Authorised by:</b>	<b>Bernie Ryan, Assistant Director of Corporate Governance and Monitoring Officer</b> <i>Bernie Ryan</i>		
<b>Lead Officer:</b>	<b>Victoria Wyatt, Senior Corporate Lawyer</b>		
<b>Ward(s) affected:</b>	<b>N/A</b>	<b>Report for Key/Non Key Decisions:</b>	<b>Non Key Decision</b>

**1. Describe the issue under consideration**

- 1.1 Following a decision of the Corporate Committee on 19 September 2013 the senior management team has been subject to review and restructure. This has resulted in a move away from Directorates and a new Senior Leadership Team, with a focus on operational decisions being taken at Assistant Director (second tier) level.
- 1.2 The constitution is currently undergoing a through review to reflect the new senior management structure. In the meantime it is necessary to have arrangements in place whereby the appropriate officers are empowered to take all delegated decisions necessary for them to fully perform their role and functions.

**2. Cabinet Member Introduction**

N/A



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### **3. Recommendations**

3.1 It is recommended that the Leader agree in respect of executive functions; and the Chief Executive and Head of Paid Service in consultation with the Chair of Corporate Committee agree in respect of non-executive functions:

- (a) to reallocate all powers currently delegated to 'Directors' in the constitution to all officer posts in the Senior Leadership Team as set out on the attached structure chart at Appendix 1 (March 2014). All powers so delegated to officer posts in the Senior Leadership Team are also delegated to each Head of Service or equivalent, reporting to an officer of the Senior Leadership Team.
- (b) For the avoidance of doubt, all officer posts in the Senior Leadership Team and their respective Heads of Service (or equivalent) will be empowered to take all decisions relating to their service area, save for those matters reserved for members or otherwise reserved from officer decision-making as provided for in the constitution at Part 3 Section E.

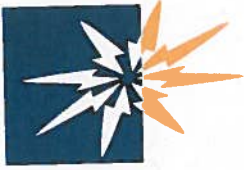
### **4. Background information**

- 4.1 On 19 September 2013 the Corporate Committee agreed to a review and restructure of the senior management team. The Committee delegated responsibility for implementation of the proposals to the Chief Executive. Following consultation with affected staff, a number of posts were subsequently deleted and new posts created. This has resulted in a new Senior Leadership Team, as shown on the structure chart at Appendix 1.
- 4.2 The new structure sees a move away from Directorates and a focus on functions and services areas, with operational decisions being led by Assistant Directors. Work is currently underway to update the constitution to reflect the new senior management structure, but in the short term it is necessary to formalise the new arrangements and ensure that the relevant officers are properly equipped with the delegated powers necessary for them to fully perform their role.
- 4.3 Provision is made within the Officer Scheme of Delegation in the constitution designed to cover variations in officers' role and responsibilities. However, owing to the scale of change involved in creating the new Senior Leadership Team it is preferable to formalise the arrangement by way of a decision of the Leader in respect of executive functions, and the Chief Executive in consultation with the Chair of Corporate Committee in respect of non-executive functions, pending the next meeting of the Full Council on 9 June 2014 and completion of a revised Officer Scheme of Delegation for inclusion in the constitution.



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- 4.4 All posts in the Senior Leadership Team together with their respective Heads of Service or equivalent will be empowered to take all decisions relating to their service area, to secure the effective management of their services including the authorisation of any procedures or contracts within the framework of Financial Procedure Rules and Contract Procedure Rules; save for those matters reserved for members or otherwise reserved from officer decision-making as provided for in the constitution at Part 3 Section E. In addition to being able to take decisions themselves, members of the Senior Leadership Team are able to authorise staff within their service area to exercise particular functions on their behalf, as they deem appropriate. Such authorisation may only be made in writing and members of the Senior Leadership Team will need to ensure that there is a written record in place of any such authorisations; for example a clear record of named officer posts authorised to carry out enforcement functions. Certain functions must be exercised in accordance with statutory requirements and members of the Senior Leadership Team will need to adhere to these. Members of the Senior Leadership Team should contact Legal Services if in doubt.
- 4.5 Paragraphs 6.03 and 6.04 of Part 3 Section E to the constitution set out the way in which changes to the Scheme of Delegation can be agreed. The Leader may authorise any changes to the Scheme of Delegation in respect of executive functions, and any such amendments are reported to Full Council for noting. The Full Council authorises any changes to the Scheme in respect of non-executive functions, however pending the next meeting of the Full Council the Chief Executive in consultation with the Chair of Corporate Committee is able to authorise any such changes to the Scheme of Delegation. Accordingly, the Leader and the Chief Executive in consultation with the Chair of Corporate Committee are requested to reallocate all powers currently delegated to 'Directors' in the constitution to all officer posts in the Senior Leadership Team. All powers so delegated to officer posts in the Senior Leadership Team are also delegated to each Head of Service or equivalent, reporting to an officer of the Senior Leadership Team. For the avoidance of doubt, all officer posts in the Senior Leadership Team and their respective Heads of Service (or equivalent) will be empowered to take all decisions relating to their service area, save for those matters reserved for members or otherwise reserved from officer decision-making as provided for in the constitution at Part 3 Section E.
- 4.6 A report will be prepared for the next meeting of the Full Council on 9 June 2014 together with a revised Officer Scheme of Delegation to reflect the new structure as described in this report, for approval and inclusion in the constitution.



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**5. Comments of the Chief Financial Officer and Financial Implications**

5.1 There are no financial implications.

**6. Assistant Director Corporate Governance comments and Legal Implications**

6.1 The legal and constitutional implications are set out in the body of the report.

**7. Local Government (Access to Information) Act 1985**

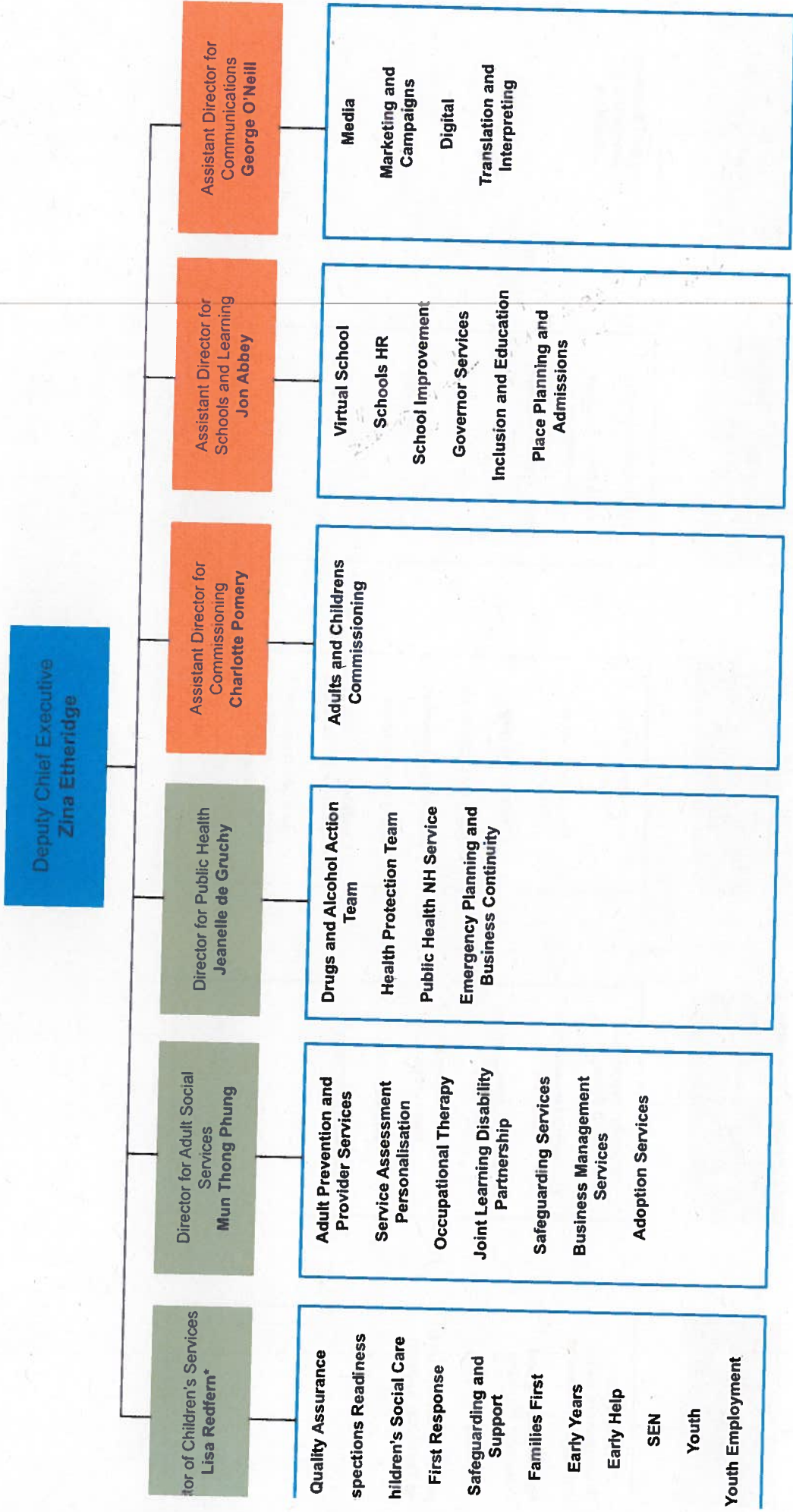
N/A

**8. Equalities and Community Cohesion Comments**

N/A

**9. Appendices**

Appendix 1 – Senior Leadership Team (March 2014)



TBC - Subject to external and/or internal recruitment  
 \*Interim or acting role

Proposals for the line management of Youth Offending Services and the four teams within the Strategy and Business Intelligence Unit are still to be agreed.

**Director of Regeneration,  
Planning and Development  
Lyn Garner**

Assistant Director for Planning  
Stephen Kelly

Development Management and Planning Enforcement  
Planning Policy and Transport Planning  
Building Control  
Business Development and Technical Support

Assistant Director for Regeneration  
Jennifer Dearing\*

Housing Investment and Sites  
Economic Development Service  
Haringey Adult Learning Services  
Environmental Resources  
Town Centres  
Housing Strategy

Assistant Director for Corporate Property and Major Projects  
John McGrath

Accommodation Planning  
Property Review Programme  
Project Delivery  
Development Surveyor  
Capital Programmes  
Build Programmes  
Landlord and Tenant Functions – Commercial  
Asset Management (Including Facilities Management)

Programme Director  
Tottenham  
Malcolm Smith

Programme Manager  
Area Regeneration Managers  
Town Centre Manager

Assistant Director for Social and Economic Regeneration - Tottenham  
Jan Doust

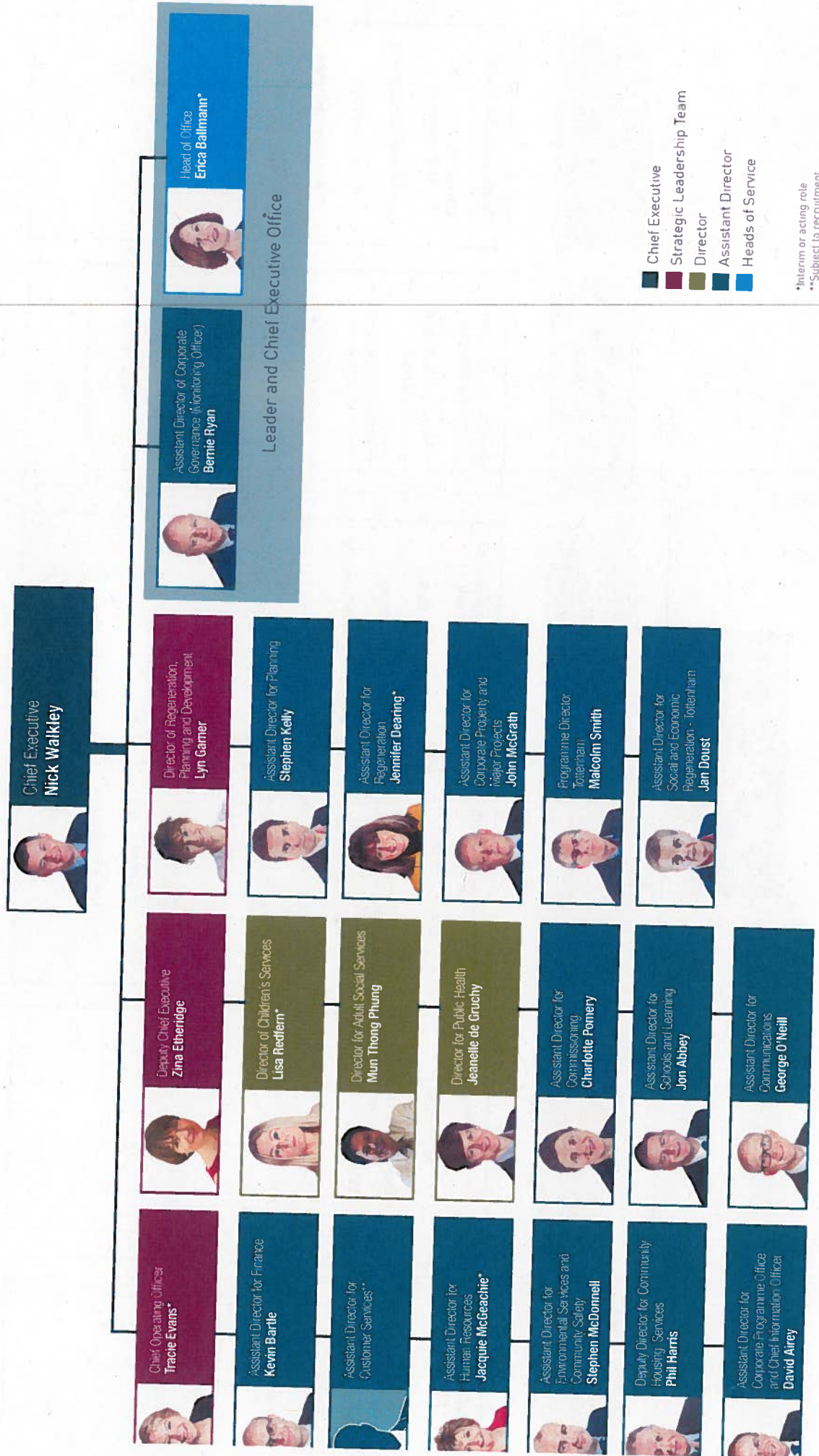
Social and Economic Regeneration for Tottenham

TBC - Subject to external and/or internal recruitment  
\* Interim or acting role



# Haringey's Senior Leadership Team

March 2014



Chief Operating Officer  
**Tracie Evans\***

Assistant Director for Finance  
**Kevin Bartle**

Assistant Director for  
Customer Services\*\*

Assistant Director for  
Human Resources  
**Jacquie McGeachie\***

Assistant Director for  
Environmental Services and  
Community Safety  
**Stephen McDonnell**

Deputy Director for Community  
Housing Services  
**Phil Harris**

Assistant Director for  
Corporate Programme Office  
and Chief Information Officer  
**David Airey**

Deputy Chief Executive  
**Zina Etheridge**

Director of Children's Services  
**Lisa Redfern\***

Director for Adult Social Services  
**Mun Thong Phung**

Director for Public Health  
**Jeanelle de Gruchy**

Assistant Director for  
Commissioning  
**Charlotte Pomery**

Assistant Director for  
Schools and Learning  
**Jon Abbey**

Assistant Director for  
Communications  
**George O'Neill**

Director of Regeneration,  
Planning and Development  
**Lyn Garner**

Assistant Director for Planning  
**Stephen Kelly**

Assistant Director for  
Regeneration  
**Jennifer Dearing\***

Assistant Director for  
Corporate Property and  
Major Projects  
**John McGrath**

Programme Director  
Totterham  
**Malcolm Smith**

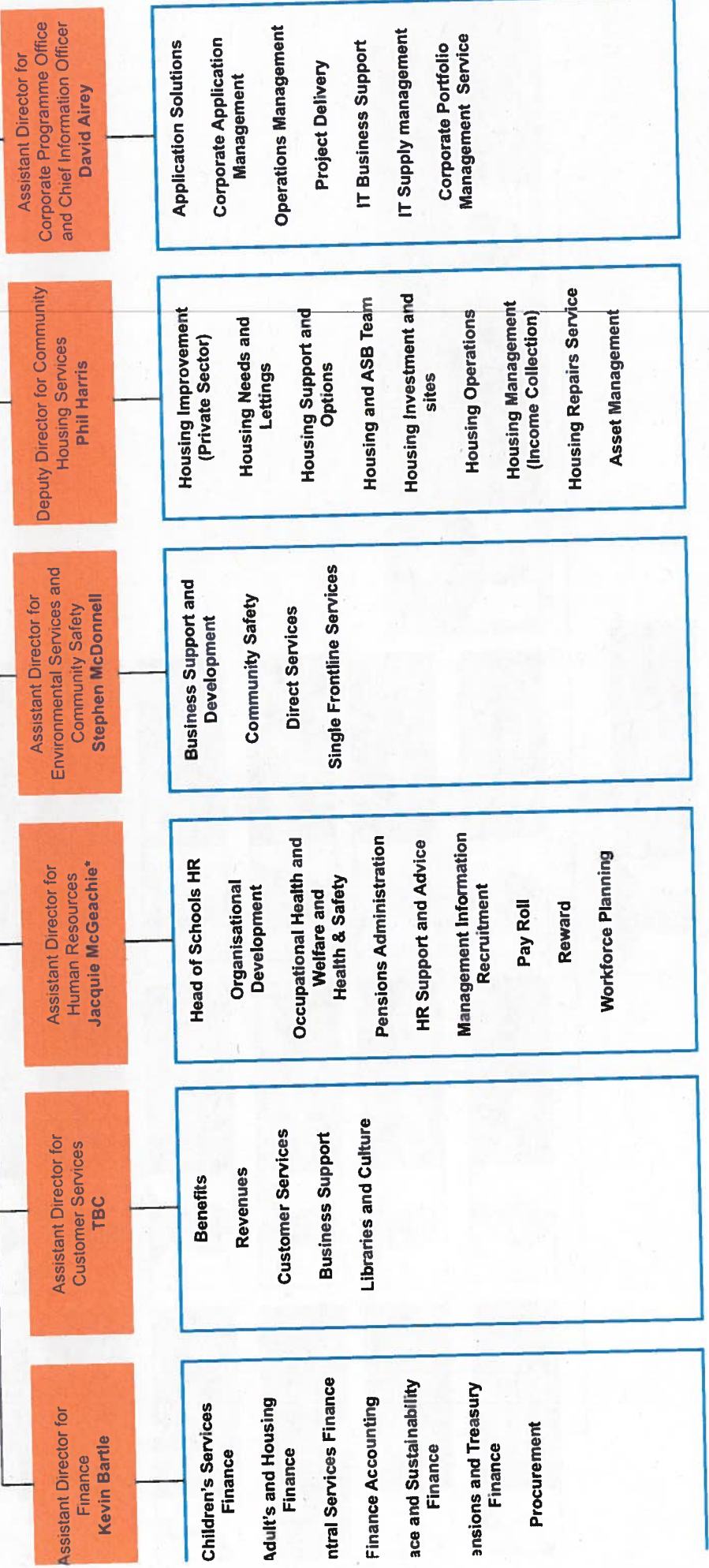
Assistant Director for  
Social and Economic  
Regeneration - Totterham  
**Jan Doust**

Assistant Director of Corporate  
Governance (Monitoring Office)  
**Bernie Ryan**

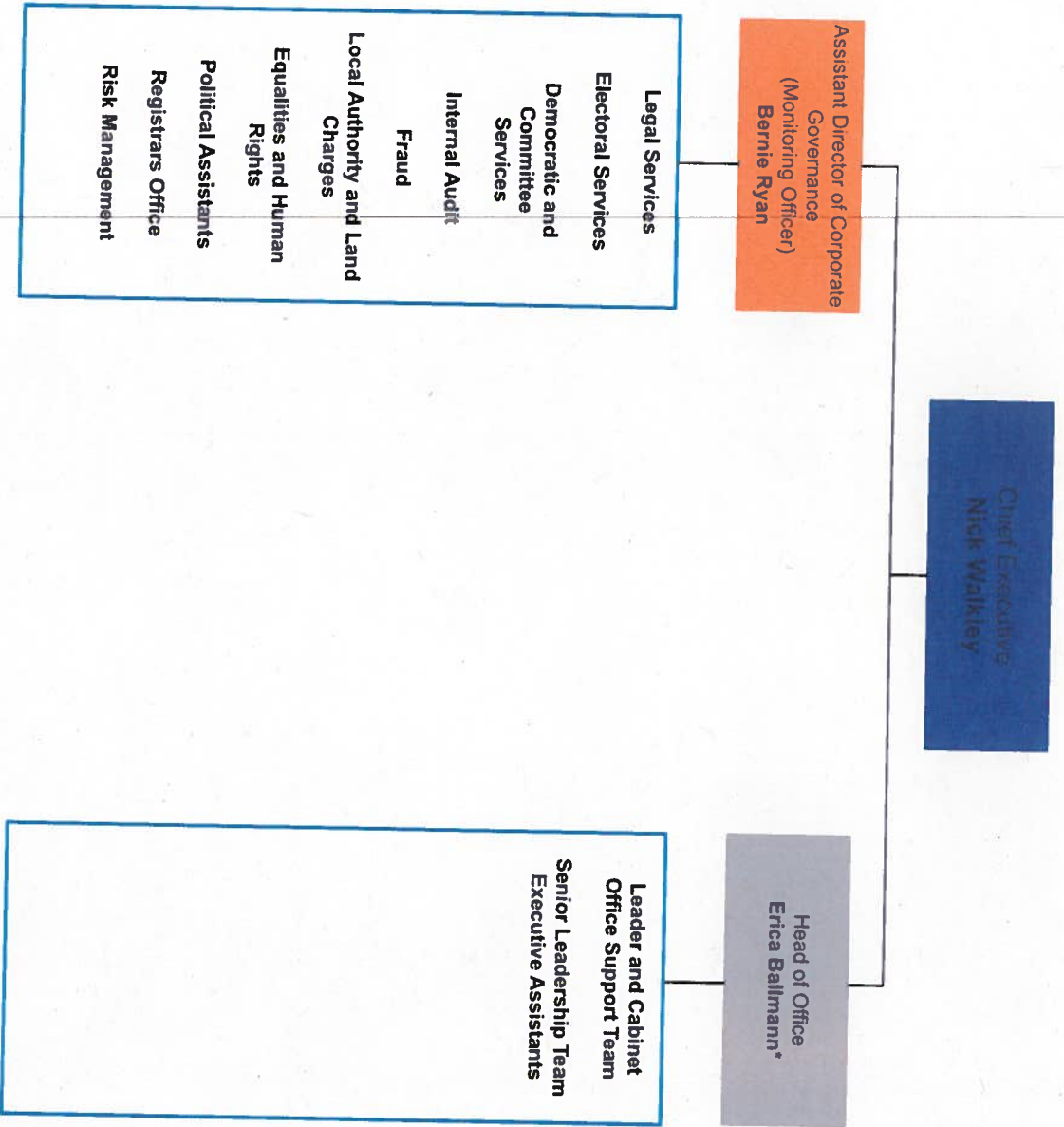
Head of Office  
**Erica Ballmann\***

Leader and Chief Executive Office

**Chief Operating Officer  
Tracie Evans\***



TBC - Subject to external and/or internal recruitment  
\*Interim or acting role



\*Interim or acting role

