

**Report for:** Staffing & Remuneration Committee, 14 December 2015

**Item number:** 14

**Title:** Summary of Organisational Restructures and the creation of new posts, April – September 2015

**Report authorised by :** Jacque McGeachie

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**Ward(s) affected:** None

**Report for Key/  
Non Key Decision:** Non Key

**1. Describe the issue under consideration**

To inform the Staffing & Remuneration Committee of the organisational restructures undertaken by Assistant Directors across the organisation during this financial year.

**2. Cabinet Member Introduction**

Not applicable.

**3. Recommendations**

The report is for information only and for the Committee to note.

**4. Reason for decision**

Not applicable

**5. Alternative options considered**

Not applicable

**6 Background information**

The attached report details organisational restructures that have taken place or which are currently taking place across the organisation since April 2015. It is intended that this report be updated for the Committee on a quarterly basis and that an update report will be provided to the committee at the relevant time.

## **7 Contribution to strategic outcomes**

Each organisational restructure has followed the agreed council procedure and has included input from HR, trade unions and legal services where required.

## **8 Statutory Officers' comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities**

### **Assistant Director of Corporate Governance**

There are no legal implications arising from this report

## **9 Use of Appendices**

See Appendix 1: Details of Restructures

## **10 Local Government (Access to Information) Act 1985**

Not applicable.

## **11 Background papers**

Background papers relating to each restructure are located at River Park House, 225 High Rd, Wood Green London N22 8HQ

**Details of Organisational Restructures 2015**

<b>Title</b>	<b>Consultation start date</b>	<b>Approved</b>	<b>Funded Posts (post consultation)</b>	<b>Number of posts deleted</b>	<b>Reason</b>
Restructure of Public Health	14-Jan-15	01-Mar-15	29	3	These changes are necessary to realise planned savings requirements of 150k
Transfer of line Management of Housing Commissioning from COO to AD for Regeneration and align with Housing Investment and Site Team	30-Apr-15	07-May-15			
Establishment of the role of Head of Adult Service Operations	07-May-15	15-May-15	1	0	To provide leadership for reconfigured operational services
Establishment of roles within the Shared Service Centre	16-Jun-15	01-Jul-15	8	0	To ensure the effective establishment and operation of the Shared Service Centre operation so that the significant headcount reductions that are set out in the in the medium term financial plan can be delivered.
Establishment of the Temporary Project Manager for the STEM Commission	03-Jul-15	09-Jul-15			
Reorganisation of the Councils' directly managed childcare provision	21-May-15	10-Jul-15	60	20	Reorganising the types of staff roles across the service and introducing more progression.

Transfer of Finance operational services to the Shared Service Centre	15-Jun-15	21-Jul-15			Restructure to enable transition to the Shared Service Centre
Transfer of HR Operational Services to SSC		21-Jul-15	41		Restructure to enable transition to the Shared Service Centre
Establishment of Early Help Service	03-Jun-15	27-Jul-15	110	25	Development of the Early Help Service
Establishment of the temporary role of Head of Shared Business Support		27-Jul-15	1		This post will lead the design and implementation of the Shared Business Support and will be reviewed as part of implementing the service
Human Resources Establish Head of People and Change and Head of Workforce Planning and Temporary roles of Workforce Programme Manager, My Career Manager and Employee Engagement Manager	15-Jul-15	16-Aug-15			Two senior roles in HR to deliver the Workforce Plan and lead on supporting the workforce implications within the Corporate Plan. The temporary roles are part of delivering the Workforce plan and will be review during 2017/18
Establishment of roles to assist with the Transformation of Adult Services	24-Aug-15	03-Sep-15	13	0	The post of Assistant Director was retained in the structure/budget has a vacant post and the funding counted towards the general underspend against staffing. The post is now to be filled (March 2016) on a permanent basis as a consequence of the significant changes taking place in Adults Social Care.

Changing the role of Service Manager (Mental Health)	30-Jul-15	09-Sep-15	1	0	To make changes to a newly vacated role in order to improve operational delivery
Restructure line management arrangements for Democratic and Committee Services		09-Oct-15			
Introduction of new Governance Arrangements for Haringey Registrars Service and changing its structure and working arrangements	01-Oct-15	consultation still open			Change structure to maximise availability with ceremony profile and make planned savings