

Business Planning / MTFs Options 2019/20 – 2023/24

Ref: EC3

Title of Option:	Deletion of Senior post		
Priority:	Economy	Responsible Officer:	Helen Fisher
Affected Service(s):	HRP	Contact / Lead:	

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 Corporate Plan 2015-18 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]

Background

Following consultation with Corporate Leadership Group, it was decided that a senior management restructure was required to establish and clarify the role of strategic leadership, required to effectively deliver the Council's priorities in light of recent changes. The restructure would involve:

- achieving a flatter, more coherent structure and improve reporting lines;
- work towards a more joined up, corporate way of working;
- to create stability in the senior management structure;
- to establish a more coherent approach to commissioning;
- focus on the need to develop our approach to partnership working;
- to create a Corporate Board structure in place of SLT;
- the need to ensure that the senior leadership of the council is as cost-effective as possible whilst delivering strong leadership.

The proposal included deletion of a number of posts as well as creating, and re-designating a number of other roles.

Proposal

The Strategic Director of Regeneration, Planning & Development was re-designated as Director of Housing, Regeneration and Planning, and along with this, it was proposed to delete the Director of Regeneration post. It has been agreed that the restructure of the senior level within Housing, Regeneration & Planning will take place at a later date as part of a second phase of the above restructure. The Director of Regeneration is currently acting up into the role of Director of Housing, Regeneration & Planning due to a vacancy. Whilst the detailed decision on the deletion of the post can be determined at a later date, there is a saving currently due to the vacancy and it is proposed that this saving could be realised immediately.

1. Financial benefits summary					
2018/19 Service Budget (£'000)					
Savings	2019/20	2020/21	2021/22	2022/23	2023/24
<i>All savings shown on an incremental basis</i>	£000s	£000s	£000s	£000s	£000s
Existing Budget	£425				
Proposed net expenditure after savings	£200				
Savings	£225				
New net additional savings (year on year)	£225				

Impact / non-financial benefits and disbenefits
<p>What is the likely impact on customers and how will negative impacts be mitigated or managed? <i>List both positive and negative impacts. Where possible link these to outcomes (please refer to relevant Corporate Plan 2015-18 objectives and outcomes)</i></p>
<p>N/A</p> <p>Customers will not be directly impacted, staff have managed impact to ensure seamless transition. Proposal is currently in operation.</p>
<p>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? <i>List both positive and negative impacts.</i></p>
<p>This results in one post being deleted, however this proposal is already in operation with negative impacts experienced. All parties involved have been notified.</p>
<p>How does this option ensure the Council is able to meet statutory requirements?</p>

Risks and Mitigation			
<i>What are the main risks associated with this option and how could they be mitigated?</i>			
Risk	Impact H/M/L	Probability H/M/L	Mitigation
Delay in implementation	L	M	