TEWKESBURY BOROUGH COUNCIL

Report to:	Council
Date of Meeting:	26 January 2010
Subject:	Management Restructure
Report of:	Chief Executive
Chief Officer:	Chief Executive
Lead Member:	Ms A E Ricks
Number of Appendices:	Two

Executive Summary:

To advise Members on some suggested adjustments to the Management Restructure approved by the Council in June 2009.

Recommendation:

That the Council RESOLVES that the amendments to the Management Restructure, approved by the Council in June 2009, as set out in Paragraphs 2.1 and 2.2 be approved.

Reasons for Recommendation:

To reflect changes in the Council's working practice based on experience and the shared working arrangements in Legal and the post of Borough Solicitor/Monitoring Officer.

Resource Implications:

The changes are all within existing resources

Legal Implications:

None

Risk Management Implications:

None

Performance Management Follow-up:

The Council's Structure will be kept under review with a view to achieving the Council Plan and Corporate Improvement Programme.

Implications for Biodiversity:

None

1.0 INTRODUCTION/BACKGROUND

1.1 On 17 June 2009, the Management Structure, shown at Appendix 1, was adopted by the Council. With the exception of one post, the Corporate Head of Commissioning & Performance, appointments have been made to the senior management posts and the Structure "went live" on 1 October 2009.

2.0 REVISED MANAGEMENT STRUCTURE

2.1 Members were aware that the Corporate Head of Commissioning & Performance Post was put on hold pending the outcome of the development of the Shared Legal Service with Cheltenham Borough Council. The Shared Legal Service, One Legal, has now been established and is led by the Borough Solicitor who also takes on the role of Monitoring Officer for both Authorities and retains responsibility for the democratic function at Tewkesbury Borough Council. As this role and functions were originally intended to fall within the remit of the Corporate Head of Commissioning & Performance it is considered that there is no longer a need for this post. There was no separate budgetary provision for the post and it is therefore proposed that it be deleted from the Management Structure.

2.2 Under the original proposals the Corporate Head of Commissioning & Performance would also have been responsible for Corporate Development & Performance and Customer Services & ICT. As the Lead Officer for the Shared Legal Service and Joint Monitoring Officer, the Borough Solicitor post does not have the capacity to manage these additional functions. Accordingly it is proposed to make some adjustments to the Structure as follows:

1. The Corporate Development & Performance Unit be refocused and renamed Strategy & Performance with the Service Manager reporting directly to the Chief Executive. As a consequence of this change managerial responsibility for communications would move from the responsibility of the Corporate Head of Community Development & Partnerships to the Corporate Development & Performance Unit and the responsibility for the LSP/Partnerships, currently part of the Corporate Development & Performance Unit, would move to the Corporate Head of Community Development & Partnerships. It is believed that these changes would provide a more robust Structure and better equip the Council to meet its Council Plan and Corporate Improvement Programme.
2. The temporary arrangement of the Customer Services & ICT Function falling within the responsibility of the Corporate Head of Financial Services & Resources be made permanent.

2.3 Based on the above, a revised Management Structure is shown at Appendix 2.

3.0 OTHER OPTIONS CONSIDERED

3.1 This is a minor adjustment to the Structure that was adopted after consideration of a wide range of structural options.

4.0 CONSULTATION

4.1 Relevant staff have been consulted on these proposals.

5.0 RELEVANT COUNCIL POLICIES/STRATEGIES

5.1 Council Plan

Corporate Improvement Programme

6.0 RELEVANT GOVERNMENT POLICIES

6.1 None

7.0 RESOURCE IMPLICATIONS (Human/Property)

7.1 None

8.0 SUSTAINABILITY IMPLICATIONS (Social/Community Safety/Cultural/ Economic/ Environment)

8.1 None

9.0 IMPACT UPON (Value For Money/Equalities/E-Government/Human Rights/Health And Safety)

9.1 There are no direct implications in respect of the proposed adjustments.

10.0 RELATED DECISIONS AND ANY OTHER RELEVANT FACTS

10.1 Council – 17 and 30 June 2009.

Background Papers: None

Contact Officer: Chief Executive Email:mike.dawson@tewkesbury.gov.uk
Tel: 01684 272001

Appendices: 1. Current Structure
2. Proposed Structure