

CABINET

MONDAY, 18 NOVEMBER 2019

DECISIONS

Set out below is a summary of the decisions taken at the Extraordinary meeting of the Cabinet held on Monday, 18 November 2019. Decisions made by the Cabinet will be subject to call-in. Recommendations made to the Council are not subject to call-in. The wording used does not necessarily reflect the actual wording that will appear in the minutes.

If you have any queries about any matters referred to in this decision sheet, please contact Ian Senior.

1. SENIOR MANAGEMENT RESTRUCTURE

Cabinet

- a. noted the feedback from the Employment and Staffing Committee meeting held on 14 November 2019;
- b. approved the proposed structure and noted the outline process set out in the report from the Chief Executive, starting with a 30-day consultation with those staff directly affected; and
- c. delegated authority to the Head of Paid Service (the Chief Executive) to make minor amendments to the structure where necessary, following the 30-day consultation, in consultation with Chair of the Employment and Staffing Committee and the Leader of the Council.

Options Considered:

Do nothing. This option is not viable, given the need for the council to respond to the drivers set out in the report.

Devise a different structure. The proposed structure is for consultation. It may well be that during the consultation comments are received which result in changes to the structure, and these will be dealt with as they arise. Depending on the extent of the changes these may or may not be brought back to Cabinet and this may impact on the timeline as detailed in the report.

Reason For Decision: As we develop our work with different partners, are required to do 'more with less' and deliver the Council's ambitious 2019-2024 Business Plan, we need to have a senior management structure which is fit for purpose and responds to the key drivers for change.