

EAST RENFREWSHIRE COUNCIL23 OCTOBER 2024Report by Director of Business Operations and PartnershipsCHANGES TO ORGANISATIONAL REMITS - ENVIRONMENT**PURPOSE OF REPORT**

1. The purpose of this report is to seek Council approval for a change to Head of Service remits within the Environment Department.

RECOMMENDATIONS

2. The Council is asked to:

- a) Approve the changes to the Head of Service remits within the management structure in the Environment Department; and
- b) Delegate to the Head of HR and Corporate Services in consultation with the Director of Environment to make the necessary arrangements.

BACKGROUND

3. There are many changes taking place both internal and external to the Council and it is important that senior management structures are continuously reviewed to ensure services are delivered in the most efficient and effective manner.

REPORT

4. There are currently three Heads of Service in the Environment Department and the current structure is shown in Appendix 1a:

- Head of Environment Services (Place)
- Head of Environment Services (Housing and Property)
- Head of Environment Services (Operations).

5. New appointments to these posts have recently taken place. In order to better reflect local and national priorities there is a need to consider how we maximise the capacity of the Environment Department to continue to meet the challenges associated with our strategic vision A Place To Grow ambitions including '*an inclusive, connected and green place, with a fair, sustainable and healthy local economy, that our residents are proud to call home*'.

6. To do this, the department requires to strengthen its approach to strategic and future focused planning, taking a long term view of the challenges and priorities and have resources fairly aligned to support that approach and the work of the new leadership team.

7. The department priorities include:

- Increasing access to affordable housing and taking measures to address the housing emergency;
- To deliver an ambitious capital programme including City Deal projects;
- To maximise the potential of our property estate to meet future economic, social and environmental needs;
- To provide and maintain attractive places for people to live, work and visit;
- To develop and support community wealth building;
- To deliver local transport, active travel, parking and road infrastructure priorities;
- To achieve Get to Zero (GTZ) ambitions; and
- To continue to provide high quality services efficiently.

8. The key changes proposed will support delivery of these priorities.

9. The Change and Governance Service in the current structure reports to the Head of Housing and Property and is made up of the following teams:

- Resettlement;
- Get To Zero;
- Change and project management;
- Customer Service and Business Support; and
- Digital Services.

10. It is proposed the Resettlement Team will move to Housing Services in recognition of reducing caseloads, external funding coming to an end and the main case work relating to housing services. This service will now be managed as part of the Homelessness Team's case work.

11. The remaining teams of the Change and Governance Service will report to the Head of Place and this will facilitate a concentration on Housing and Property work for the Head of Service (Housing and Property). A review of the remaining resources will consider how these can best be aligned to support the newly formed Directorate with a strengthened approach to governance, change and policy functions within the Environment Department. This will be led by the Head of Place.

12. The new Head of Environment Operations is responsible for Roads Operations. It is proposed to transfer the Strategic Transport functions responsible for Local Transport Strategy and Active and Sustainable Travel to that service with some shared expertise that can strengthen delivery of the work programme.

13. In summary it is proposed that the Head of Service remits are changed to:

- Head of Environment Services (Place)
 - Planning and Building Standards
 - City Deal
 - Change and Governance (GTZ and other Environmental related policy)
 - Economic Development
- Head of Environment Services (Housing & Property Services)
 - Housing Service
 - Property and Technical Services
 - Major Capital Projects
 - Corporate Health and Safety
- Head of Environment Services (Operations).
 - Prevention Services (Environmental Health and Trading Standards)
 - Roads and Transportation (Operations & Strategic Transport including Active and Sustainable Travel)
 - Neighbourhood Services (Fleet, Cleansing and Parks)

The proposed structure is shown in Appendix 1.

FINANCE AND EFFICIENCY

14. There are no additional financial implications as no new posts are being added into the structure.

CONSULTATION AND PARTNERSHIP WORKING

15. Consultation in relation to these proposals has been undertaken with those directly affected employees and the Trade Unions have been made aware of the changes.

IMPLICATIONS OF THE PROPOSALS

16. There are no IT, sustainability, equalities or other implications associated with this report.

CONCLUSIONS

17. The proposals contained within this report allow changes to the senior management teams which will ensure ongoing focus on service delivery and support the Environment Department to continue to deliver highest quality services to our residents.

RECOMMENDATIONS

18. The Council is asked to:

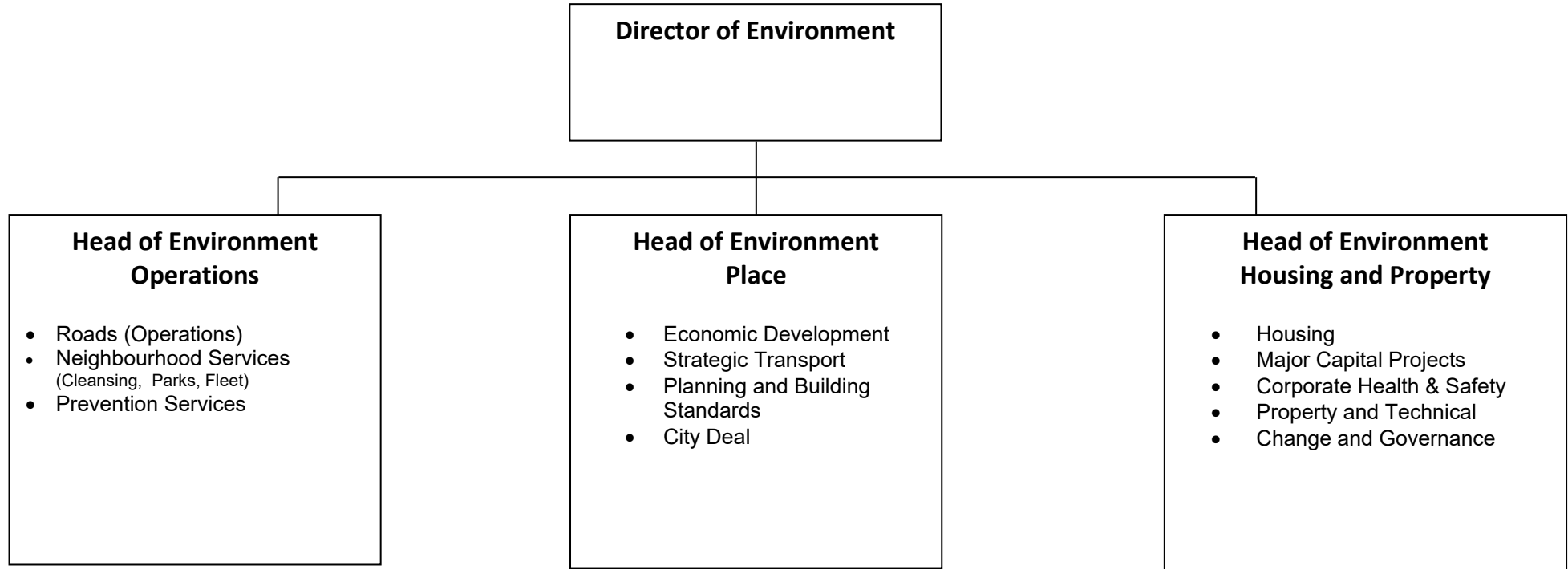
- a) Approve the changes to the Head of Service remits within the management structure in the Environment Department; and
- b) Delegate to the Head of HR and Corporate Services in consultation with the Director of Environment to make the necessary arrangements.

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Environment Department Management Structure Current Structure



Environment Department Management Structure Proposed Structure

