

EAST RENFREWSHIRE COUNCIL19 December 2018Report by Deputy Chief ExecutiveHEAD OF SERVICE RE-DESIGNATIONS WITHIN CORPORATE AND COMMUNITY SERVICES**PURPOSE OF REPORT**

1. The purpose of this report is to seek Council approval for the deletion of a Head of Service post from the establishment and the proposed re-designation of other Head of Service remits within the Corporate and Community Services Department following the retirement of the Head of Democratic and Partnership Services.

RECOMMENDATIONS

2. It is recommended that the Council approves the deletion of the Head of Democratic and Partnership Services Post from the establishment and the proposed re-designated remits of existing Heads of Service within the Corporate and Community Services Department as shown in Appendix 1b to this report, and delegates to the Deputy Chief Executive to make the necessary arrangements including any further adjustments that may be required as the department's change programme progresses.

BACKGROUND

3. The Corporate and Community Services Department is responsible for the delivery of a range of corporate, support and front line services. Following the recent retirement of the Head of Democratic and Partnership Services a review of management arrangements within the department was undertaken. This review considered the longer term future needs and ambitions of the department and the Council alongside the need to secure continued savings in the way services are led and delivered whilst protecting front line services as far as possible.

4. New arrangements and remits are proposed to ensure appropriate management structures are in place to support the Council's ambitious programme of change including the further digitalisation of systems and processes so that, where appropriate, we have seamless online journeys for our internal and external customers in the way they interact with our key services.

REPORT

5. The Council has made a number of changes to the senior management structures over the last few years and this needs to continue to respond to the financial context we are now operating in and at the same time to ensure appropriate structures are in place to deliver an ambitious programme of change and improvement.

6. The Head of Democratic and Partnership Services has recently retired after 40 years' service and interim arrangements were put in place to allow a review of management arrangements within the Department. The review has concluded that in view of the challenging financial context in which the Council is operating that the Chief Officer post of Head of Democratic and Partnership Services should not be replaced at Chief Officer level and that departmental management structures should be streamlined by redesignating the remaining Head of Service posts within Corporate and Community Services supported by a strengthened next tier of management.

7. The new structure for the CCS department proposes three key areas of multi-disciplinary responsibility as follows:

- (i) Communities, Revenues and Business Change
- (ii) IT, Digital Enablement and Community Safety and;
- (iii) HR and Corporate Services.

8. The Director of Corporate and Community Services has undertaken consultation with the three remaining Heads of Service who have agreed to the proposed changes to their remit. Having undertaken this consultation, it is proposed that a matching process be undertaken as follows:

- Head of Business Change and Revenues becomes the Head of Communities, Revenues and Business Change;
- Head of ICT and Digital Enablement becomes the Head of Digital and Community Safety and;
- Head of HR, Customer and Communications becomes the Head of HR and Corporate Services.

9. The current and proposed management structures and responsibilities are shown in Appendices 1a and 1b.

10. There may be some requirement to adjust the detail of the remits of the Heads of Service as the department's change programme progresses and it is proposed that it is delegated to the Director of Corporate and Community Services to approve these changes.

FINANCE AND EFFICIENCY

11. The removal of a chief officer post from the establishment along with the finalisation of the remaining restructure proposals that will follow this will deliver savings that will help support the department's savings targets for 2019/20 and beyond.

CONSULTATION AND PARTNERSHIP WORKING

12. The Director of Corporate and Community Services has worked with the three Heads of Service to develop the proposals contained within this report. Unison has also been consulted in relation to these proposals.

IMPLICATIONS OF THE PROPOSALS

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

CONCLUSIONS

14. The proposals contained within this report are in response to the recent retirement of the Head of Democratic and Partnership Services and support the delivery of the financial savings which will need to be achieved in 2019/20 and beyond.

RECOMMENDATIONS

15. It is recommended that the Council approves the deletion of the Head of Democratic and Partnership Services Post from the establishment and the proposed re-designated remits of existing Heads of Service within the Corporate and Community Services Department as shown in Appendix 1b to this report, and delegates to the Deputy Chief Executive to make the necessary arrangements including any further adjustments that may be required as the department's change programme progresses.

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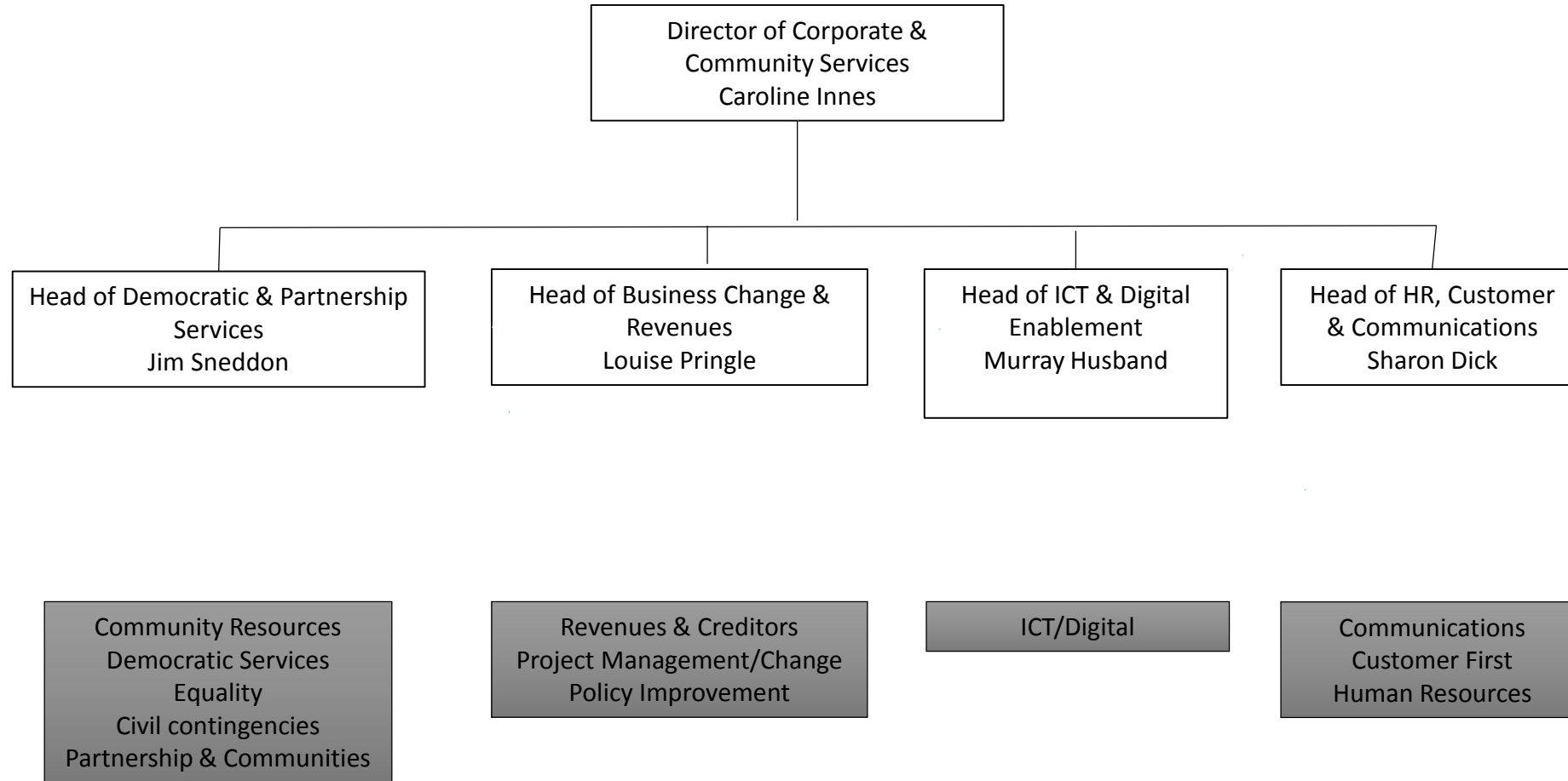
November 2018

KEY WORDS

A report seeking approval for a revised management structure within the Corporate and Community Services Department

Revised, management structure

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Proposed TO BE C&CS structure - November 2018

Appendix 1b

