

APPENDIX 1

Item No. 9	Classification: Open	Date: December 12 2006	Meeting Name: Executive
Report title:		Strategic Management Arrangements	
Ward(s) or groups affected:		All	
From:		Chief Executive	

RECOMMENDATIONS

1. The Executive
 - Notes the consultation document issued by the Chief Executive on 27 November 2006
 - Notes the following recommendations that the Executive will be required to consider:
 - Delete the posts of Strategic Director of Housing and Strategic Director of Regeneration
 - Create two new posts, Strategic Director of Neighbourhood Regeneration and Strategic Director of Regeneration Projects
 - Redesignate the Strategic Director of Environment & Leisure as the Strategic Director of Environment & Housing
 - Formulate and agree terms of reference for the Executive to sit as the Major Projects Board
 - Agrees to consider these decisions at a special meeting of the Executive on Tuesday 16 January 2007
 - Agrees to take a key decision in respect of the current arrangements for building repairs and maintenance and will take that decision in a separate report contained elsewhere on the agenda.
 - Notes that the Chief Executive will consider feedback from the consultation and prepare a report for the meeting on 16 January with proposals for final arrangements that have taken into consideration feedback from the consultation.

BACKGROUND INFORMATION

2. On 27 November 2006, the Chief Executive issued a consultation document on strategic management arrangements within the Council, including proposals to:
 - Change the structure of the Corporate Management Team to build capacity and rationalise service delivery
 - Establish a Major Projects Board to oversee large-scale regeneration projects
 - Extend the current arrangements for housing repairs and maintenance.

KEY ISSUES FOR CONSIDERATION

3. All key issues are contained in the consultation document appended to this report.

COMMUNITY IMPACT STATEMENT

4. There will be no direct impact on the community from the managerial and organisational changes proposed in the consultation document. However, the aim of the proposed changes is significantly to improve service delivery and responsiveness to all the diverse communities the Council serves.

CONSULTATION

5. Following the retirement of two senior managers, some immediate decisions were required to secure proper service delivery and management support and the Chief Executive took action to safeguard housing services and staff supervision and support. There was no loss of service to residents. Senior staff were consulted about what was essentially changes to their line management. Where there has been impact on other staff, consultation has also been organised with them and their trade union representatives. The Chief Executive also held a session with all managers at third tier, met with UCATT on a number of occasions, met with Unison, met with the BME staff group and met with a range of partner organisations, and proposals in the consultation document have been discussed. Further meetings with the trade unions and staff groups are planned.
6. Consultation with staff, residents, partners and other stakeholders on the document attached will continue until 22 December 2006. The Chief Executive will collate and analyse all the feedback and prepare a report for the meeting on 16 January with proposals for final arrangements.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Borough Solicitor

7. There are no legal implications to this report.

Finance Director

8. There are no financial implications to this report. The consultation process will be conducted within existing budgets.

Background Papers	Held At	Contact
None		

AUDIT TRAIL

Lead Officer	Annie Shepperd, Chief Executive	
Report Author	Annie Shepperd, Chief Executive	
Version	Final	
Dated	01/12/2006	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / EXECUTIVE MEMBER		
Officer Title	Comments Sought	Comments included
Borough Solicitor	Yes	Yes
Finance Director	Yes	Yes
List other officers here		
Executive Member	Yes	Yes
Date final report sent to Constitutional/Community Council/Scrutiny Team	01/12/2006	