

South Lakeland District Council
Council
Tuesday, 26 February 2019
Senior Management Restructure

Portfolio: Cllr Jonathan Brook - Deputy Leader of the Council and Portfolio Holder for Housing, People and Innovation

Report from: Lawrence Conway - Chief Executive & Head of Paid Service

Report Author: Lawrence Conway – Chief Executive & Head of Paid Service

Forward Plan: Not applicable

1.0 Expected Outcome

1.1 This report updates Council on the customer connect programme and recruitment to the Senior Management Structure.

2.0 Recommendation

It is recommended that Council receives the update and

(1) notes the following appointments with effect from 1 April 2019:

David Sykes as Director of Strategy, Innovation and Resources; and
Simon Rowley as Director of Customer and Commercial Services

(2) notes the transitional arrangements as set out at paragraph 3.4 and 3.5 of the report

3.0 Background and Proposals

3.1 At its meeting on 10 October 2018 Council approved the proposed senior management structure as set out in appendix 1 for consultation. The consultation period was concluded on 16 November 2018, following which representations have been considered by the Head of Paid Service resulting in no substantial changes being proposed which would require further council approval. However, some transitional provisions have been considered as detailed below.

3.2 Applications for voluntary redundancy have been considered in accordance with the Council's Redundancy Policy agreed criteria and budget provision with 20 applications being approved.

3.3 Recruitment has now commenced with regard to the senior leadership structure and interviews took place for the two Director posts on 22 and 24 January 2019. A panel of members drawn from the HR Committee formed part of the interview process and recommendations for appointment have been notified as required by the Officer Employment Procedure Rules. The successful candidates have been confirmed and are as notified above. Recruitment is ongoing for the remainder of the leadership posts.

3.4 Following the consultation process it was considered appropriate for some transitional arrangements to be made pending recruitment to the statutory roles

under the new structure. It is intended that the responsibility for Returning Officer (once confirmed by Council) will transfer following the May elections from 1 June and that the existing Returning Officer will continue in the interim. A report to the March meeting will update on this as the leadership recruitment continues. The Monitoring Officer function will also be retained by the Director of Policy and Resources during this transition.

- 3.5 With regard to the statutory officers of section 151 Officer and Monitoring Officer the recruitment process is ongoing and the Assistant Director (Resources) (section 151 Officer) will remain in that role until 31 May 2019 to support the production and statutory close down of the 2018/2019 accounts. Council will be notified with regards to the appointment process and the constitution updated once the appointments have been determined.

4.0 Consultation

- 4.1 Following the Council decision of 10 October 2018 formal consultation on phase 1 commenced on 16 October 2018 and ran until 16 November 2018. All employees had an opportunity to feedback on the consultation document.
- 4.2 The Chief Executive and Head of Paid Service has taken into consideration all proposals submitted and responded accordingly. There have been no substantial changes which would require further council approval. Transitional arrangements agreed are as detailed in this report.
- 4.3 The recruitment has been in accordance with the Council's resolutions and constitutional decision making for chief officer appointments.

5.0 Alternative Options

- 5.1 The report is to simply note the outcome of a recruitment process and the transitional arrangements made to facilitate the move to the new structure.

6.0 Links to Council Priorities

- 6.1 The Council Plan 2014-19 states that "through a flexible and skilled workforce" and "through our customer connect programme staff will have the ability to work more efficiently for the customer and our workforce plan development will set out our future requirements for the organisation. We will continue to develop our skilled workforce with more digital skills and a more flexible, coordinated approach to work across services..."

7.0 Implications

Financial, Resources and Procurement

- 7.1 The salaries for the Directors are as approved by Council at its meeting on 10 October 2018. These are incorporated in the budget.
- 7.2 The applications for voluntary redundancy were determined and are accommodated within the overall agreed budget provision for redundancy of £1.2m.
- 7.3 The budget for 2019/20 assumes savings of £740k will be delivered from the Customer Connect programme. The transitional arrangements set out above will increase 2019/20 salary costs above the current 2019/20 budget based on the Council's staffing establishment in December 2018 before the Customer Connect changes. All salary budgets will be revised during 2019 to reflect the new structures as they are agreed, including transitional costs and pay protection where relevant. Overall, projections of savings from phase 1 and the impact of voluntary redundancies across all phases indicate the savings of £740k for 2019/20 will be delivered

Human Resources

7.4 As detailed within the report.

Legal

7.5 There are no legal issues arising from this report which is to update on the recruitment to the Management Structure.

Health, Social, Economic and Environmental

7.6 Have you completed a Health, Social, Economic and Environmental Impact Assessment? No - not applicable

Equality and Diversity

7.7 Have you completed an Equality Impact Analysis? No not for this report. The Council's recruitment processes is conducted in accordance with HR policies and equality scheme.

Risk

Risk	Consequence	Controls required

Contact Officers

d.storr@southlakeland.gov.uk

Appendices Attached to this Report

Appendix No.	Name of Appendix
1	Senior Management Structure

Background Documents Available

Name of Background document	Where it is available
Previous reports to Council on Customer Connect programme 24 July 2018 and 10 October 2018	Council website

Tracking Information

Signed off by	Date sent
Legal Services	1.2.19
Section 151 Officer	17.1.19
Monitoring Officer	17.1.19
SMT	N/A
Circulated to	Date sent
Assistant Director	N/A
Human Resources Manager	17.1.19
Communications Team	N/A
Leader	N/A
Committee Chairman	N/A
Portfolio Holder	1.2.19
Ward Councillor(s)	N/A
Committee	N/A

Signed off by	Date sent
Executive (Cabinet)	N/A
Council	26.2.19