

REPORT OF THE CHIEF EXECUTIVE

FUTURE MANAGEMENT OF CORPORATE SERVICES

Purpose of the Report

1. To seek approval to proposed high level changes to the management of the County Council's corporate services and the consequential staffing reductions and other actions required to implement those changes.

Information

2. The Council Plan (2017 – 2021), Your Nottinghamshire Your Future, sets out the Council's position in the context of on-going funding reductions from Government. Local Authorities continue to face reducing levels of Government grant whilst experiencing increased demand for services and further cost pressures from inflation and new Legislation.
3. The Council Plan commits the Council to spending money wisely. This includes ensuring that spending on front-line services is maximised. In recent years, the Resources Department has been a major contributor to the Council's financial challenges. Additionally, the Resources Departmental Strategy, approved by Policy Committee in January 2018 set out an ambition to achieve further efficiencies in this area.
4. The Council's Annual Budget 2018/19 was approved by Full Council on 28 February 2018. The budget report set out the financial landscape within which the Council is operating and estimated a budget shortfall of £54.2m over the four financial years to 2021/22.

Review of the Resources Department

5. The Resources Departmental Strategy committed to undertake a review of the Department's operating model within in the context of the Council's financial position and future operating requirements.
6. As part of that review a consultation setting out a proposed reconfiguration of the Resources Department was launched on 23 November 2017. The consultation was open until 3 January 2018. The majority of responses received clearly expressed the view that a more radical approach to the management of the Department should be considered.

Proposal

7. As a consequence of this and discussions between the Chief Executive and the Corporate Director of Resources, the following changes are proposed:
 - a) To delete the post of Corporate Director for Resources from the staffing establishment with effect from 30 June 2018. This post also undertakes the Monitoring Officer role and as deletion of the post will result in the dismissal of the current post holder by reason of redundancy this decision must be made by Council.
 - b) To delete the current four Service Director posts in the Resources Department and to establish two new posts of Service Director (Service Director Finance, Infrastructure and Improvement and Service Director Customers, Governance and Employees), with effect from 1 July 2018.
 - c) To rename the Resources Department, the Chief Executive's Department.
8. Appendix A sets out the current structure and Appendix B sets out the proposed revisions.
9. The normal employment processes of the County Council will be used to fill the two new posts of Service Director and to deal with any officers displaced as a consequence.

Future Arrangements for the role of the Monitoring Officer

10. It is a legal requirement that all Councils allocate an officer to undertake the role of Monitoring Officer. As an interim measure, the Deputy Monitoring Officer will undertake the role whilst the structure under the two new Service Director posts is established. A further report will be brought back to Council when these arrangements are finalised for Council to approve the appointment of the permanent Monitoring Officer.

Next Steps

11. It is proposed that the detailed staffing structures below the new Service Director posts are approved by Policy Committee. This work will be undertaken as soon as possible after the two new Service Directors have been appointed and proposals will be presented to Policy Committee no later than October 2018.

Other Options Considered

12. A number of alternative options for the future of the Resources Department have been considered, the alternatives were discounted because they were not considered sufficiently radical in their approach given the Council's current financial circumstances.

Reason/s for Recommendation/s

13. To ensure that the County Council's corporate services functions remain effective and efficient, whilst reducing costs.

Statutory and Policy Implications

14. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

15. It is estimated that the deletion of the post of Corporate Director of Resources will accrue a permanent saving of approximately £170,000 with effect from 1 April 2019, with an additional temporary saving of £127,500 accruing in 2018/19. In addition, it is anticipated that savings of between £200,000 - £300,000 will be accrued through the reduction in the number of Service Director posts and the subsequent restructure of the new Chief Executive's Department, arising from the changes proposed in this report. More detailed work on this will be undertaken as soon as possible, following the appointment of the two new Service Directors.

Human Resources Implications

16. The proposal will streamline the senior management arrangements for the new Department and present a further opportunity for additional savings to be made across the revised structure. The specific detail of this further work will be undertaken by the newly appointed Service Directors. The County Council's agreed employment processes will be used at all stages.

RECOMMENDATIONS

- 1) To delete the post of Corporate Director for Resources from the staffing establishment with effect from 30 June 2018 and agree the consequential dismissal on the grounds of redundancy of the current post holder.
- 2) To delete the current four Service Director posts in the Resources Department from the staffing establishment with effect from 30 June 2018.
- 3) To establish two new posts of Service Director (Service Director Finance, Infrastructure and Improvement and Service Director Customers, Governance and Employees), with effect from 1 July 2018.
- 4) To rename the Resources Department the Chief Executive's Department with effect from 1 July 2018.
- 5) To agree that the detailed staffing and structure proposals will be agreed by Policy Committee by October 2018 at the latest.

Anthony May
Chief Executive

**For any enquiries about this report please contact:
Anthony May, Chief Executive
Chief.executive@nottscc.gov.uk**

Constitutional Comments (SSR 07/03/2018)

17. The recommendations set out in the report are matters that may be approved by Full Council.

Financial Comments (NR 07/03/18)

18. The financial implications are set out at paragraph 15 of the report.

HR Comments (GME 02/03/18)

19. The proposed changes have been subject to an extensive consultation process with employees and their Trades Union representatives. The new structure will be populated in accordance with the Council's agreed employment processes and any redundancies arising from this recruitment will be managed through the Council's redundancy procedure.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- [Your Nottinghamshire Your Future, The Council's Strategic Plan 2017- 2021](#)
- [Resources Departmental Strategy](#)

Electoral Division(s) and Member(s) Affected

- All