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## **Senior Officers' Panel**

### **Report of the meetings held on 19th December 2012 and 31st January 2013**

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#### **Matter for Information**

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*(The following item was considered as a confidential item under paragraph 1 of Part I of Schedule 12A to the Local Government Act 1972.)*

#### **1. SENIOR MANAGEMENT – RE-STRUCTURING**

Further to Item No 7 of their Report to the Council held on 14th December 2011, the Panel has considered a series of proposals which represent the next stage in the planned restructuring of senior management. The proposals, which have been subject to consultation with the affected Officers, will result in the cessation of the current interim arrangement whereby the two Managing Director roles will be replaced by a single Managing Director and Head of Paid Service post. The Panel has authorised its Chairman to finalise and sign compromise agreements for the existing Managing Directors to enable the next stage of the restructuring process to proceed as soon as possible.

It is also the intention to create two new posts of Assistant Director to support the Managing Director and reduce the number of existing Heads of Service from nine to five by re designating two of the posts as Service Managers reporting to the Assistant Directors. Interviews for the new Assistant Director posts will be conducted by the Executive Leader, appropriate Executive Councillor and Panel Members in late February and applications will be invited from those post holders formally 'at risk' by the changes.

Early discussions have taken place on the approach that the Council will take towards recruitment of the new Head of Paid Service (Managing Director). In the early stages, this process will be led by LGSS. It has been agreed that the Managing Director (Communities, Partnerships and Projects) shall remain in post for the time being and as necessary pending the appointment of the new Managing Director.

The Panel has asked that the Council's employees be kept informed on the progress and outcome of the restructuring proposals.

N J Guyatt  
Chairman