

HUNTINGDONSHIRE DISTRICT COUNCIL

Title/Subject Matter: Senior Officer Structure
Meeting/Date: Council – 30th April 2014
Executive Portfolio: Cllr J D Ablewhite
Report by: Managing Director
Ward(s) affected: All

Executive Summary:

Changes to the management structure have been agreed, and this report offers details of the arrangements.

Recommendation:

that the Constitution is updated to reflect the changes to the officer structure.

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1. PURPOSE

- 1.1 The purpose of this report is to advise Members of the overall structure of the officers of the Council.

2. BACKGROUND

- 2.1 Under Article 12 of Part 2 of the Council's Constitution, there is a requirement for the Head of Paid Services to determine and publicise adoption of the overall management structure (link to Part 7 of the Constitution). This report sets out those details, and follows formal consultation with affected staff, along with an internal recruitment process.

3. OPTIONS CONSIDERED/ANALYSIS

- 3.1 The restructuring proposals went through many evolutions during pre-consultation discussions, formal consultation and then adoption. Once this was fixed by the Head of Paid Service, there is a requirement to publicise the new structure (attached at the Appendix).

4. KEY IMPACTS/RISKS - HOW WILL THEY BE ADDRESSED?

- 4.1 The senior management restructure has been the subject of considerable focus. Key risks were monitored during the evolution from the old to new structures and appropriate mitigation was introduced.

5. WHAT ACTIONS WILL BE TAKEN/TIMETABLE FOR IMPLEMENTATION

- 5.1 The external recruitment process is underway and it is anticipated that the selection process will have been concluded during mid-May.

6. LINK TO THE LEADERSHIP DIRECTION

- 6.1 The arrangement of a suitably skilled team of service managers to respond to the new environment that the Council finds itself in is critical to the delivery of the Corporate Plan.

7. CONSULTATION

- 7.1 All affected staff have been involved in a detailed consultation process.

8. LEGAL IMPLICATIONS

- 8.1 The Constitution requires a report advising of the senior management structure.

9. RESOURCE IMPLICATIONS

- 9.1 No financial implications.

10. OTHER IMPLICATIONS

- 10.1 None.

11. REASONS FOR THE RECOMMENDED DECISIONS

- 11.1 The Constitution carries reference to previous officer structures and now needs updating to reflect new arrangements.

12. LIST OF APPENDICES INCLUDED

Appendix – Senior Management Structure

BACKGROUND PAPERS

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