

# Cherwell District Council

## Executive

6 November 2017

### Approval of Delegation - Management Restructure

## Report of Chief Executive

This report is public

### Purpose of report

To delegate the approval of the financial implications of management restructure business cases to the Joint Commissioning Committee.

### 1.0 Recommendations

The meeting is recommended:

- 1.1 To agree to delegate the approval of the financial implications of management restructure business cases to the Joint Commissioning Committee, subject to a similar decision being made by South Northamptonshire Council.

### 2.0 Report Details

- 2.1 In 2015 the Joint Commissioning Committee commenced a senior management restructure in two phases beginning with the appointment of Directors in early 2016. Whilst it was intended to commence phase 2, for various reasons this did not take place and consequently many interim and acting up arrangements have since been put in place. Following Yvonne Rees' appointment as Chief Executive in 2017; and in light of the number of interim arrangements, vacant posts and resulting impact on leadership and management capacity, the Chief Executive, in consultation with the Leaders of the councils has appointed Penna to carry out a full senior management review.
- 2.2 At its meeting on 11 October, the Joint Commissioning Committee considered and adopted a report which set out a proposed senior management structure for the councils for consultation. Subsequently meetings of councils in October agreed that any increased management restructure costs be included in the budget framework, with in year costs met from within existing budgets and

future costs included in the 2018/19 budget; and that the Deputy Section 151 Officer be authorised to include these figures within the budget when finalised.

- 2.3 Approval of the financial implications of a restructure business case is an Executive function under the Local Government Act 2000. Any increased costs of the restructure for the current year can be met from within existing budgets and through an implementation budget from earmarked reserves. Future costs for 2018/19 will be included in the budget proposals. At this time the exact level of cost is not known pending agreement of a final management structure following consultation with affected staff. Given this, Executive is requested to delegate approval of the financial implications of the restructure business case to the Joint Commissioning Committee to ensure that the restructure can be carried out in a timely manner.

### **3.0 Consultation**

Consultation with staff whose substantive roles are directly impacted by the proposal and trade unions has commenced following approval from the Joint Commissioning Committee.

### **4.0 Alternative Options and Reasons for Rejection**

- 4.1 The following alternative options have been identified and rejected for the reasons as set out below.
- Option 1: Not to delegate approval of the financial implications of the management restructure business case to Joint Commissioning Committee. This is not advised as it would cause delay to the implementation of the restructure which would not be in the interest of the councils.

### **5.0 Implications**

#### **Financial and Resource Implications**

- 5.1 The delegation requested will not give rise to additional costs. The report identifies how the financial implication of the management restructure are to be managed.

Comments checked by:

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#### **Legal Implications**

- 5.2 The proposals set out in this report are in line with the legal framework for local authority decision making.

Comments checked by:  
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## 6.0 Document Information

### Key Decision

**Financial Threshold Met:** No

**Community Impact Threshold Met:** No

### Wards Affected

All

### Links to Corporate Plan and Policy Framework

N/A

### Lead Councillor

Councillor Barry Wood, Leader of the Council

<b>Appendix No</b>	<b>Title</b>
None	
<b>Background Papers</b>	
None	
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