

**Title of meeting:** Employment Committee

**Date of meeting:** 25 September 2018

**Subject:** Senior Management Structure

**Report by:** Chief Executive

**Wards affected:** N/A

**Key decision:** Yes/No

**Full Council decision:** Yes/No

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**1. Purpose of report**

This report proposes a change to the current senior management structure.

**2. Recommendations**

The Employment Committee is recommended to agree that

- i. Informal consultation is undertaken with those staff directly affected by the proposed change to reporting arrangements; and
- ii. Subject to no material objections to the proposal being received during the consultation, all of the Directors of the Council will report directly to the Chief Executive Officer and the Council's Standing Orders and Constitution will be amended accordingly.

**3. Background**

When the Employment Committee changed the senior management structure in 2015, included in those changes was the division of direct reporting lines for Directors between the Chief Executive and the Deputy Chief Executive. That decision was made, in part, as a consequence of the significant increase in Director posts that the Committee's restructure created (from 5 to 13). Since that re-structure, there has been a gradual reduction in Director posts, and it is the administration's wish that all ten Directors should now report directly to the Chief Executive.

**4. Reasons for recommendations**

In 2015, when the Council had 13 Directors it was impractical for all of those Directors to report directly to the Chief Executive for line-management purposes or to hold traditional management team meetings. Now, with a smaller number (10), this is achievable. In a practical sense, it will not make a huge difference to the operation of the Council as both the Chief Executive and the Deputy Chief

Executive will continue to have overarching roles. However, whilst it will still be necessary and desirable for the Chief Executive to delegate functions to the Deputy Chief Executive, reporting lines will be clearer and more conventional.

**5. Equality impact assessment**

A preliminary assessment has been carried out which determined that a full EIA is not required.

**6. Legal implications**

The proposal will impact upon the Chief Executive and the Deputy Chief Executive, and those directors currently reporting to the Deputy Chief Executive. Neither the Chief Executive nor the Deputy Chief Executive has any objection to the proposal. Whilst there is no statutory requirement to consult with affected directors for a given period of time, it would be advisable for them to be consulted informally to the extent that the proposal affects their roles.

**7. Director of Finance's comments**

There are no financial implications arising from the proposals contained within this report.

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Signed by:

**Appendices:**

**Background list of documents: Section 100D of the Local Government Act 1972**

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location

The recommendation(s) set out above were approved/ approved as amended/ deferred/ rejected by ..... on .....

.....  
Signed by: