

SANDWELL METROPOLITAN BOROUGH COUNCIL

9 July 2020

Subject:	Senior Management Restructure and associated constitutional provisions
Director:	David Stevens – Chief Executive
Contribution towards Vision 2030:	
Contact Officer(s):	Elaine Newsome

DECISION RECOMMENDATIONS

That :

1. The recommendations of the Chief Officer Terms and Conditions Committee taken on 1 July 2020 in relation to the Senior Management Structure of the Council be approved;
2. The Director of Law and Governance be authorised to make administrative amendments to the Council's Constitution in accordance with the resulting required changes arising from the senior management review.

1 PURPOSE OF THE REPORT

- 1.1 To seek approval to the recommendations of the Chief Officer Terms and Conditions Committee in respect of the senior management restructure proposal.
- 1.2 To seek approval to consequential constitutional changes arising from the management review.

2 IMPLICATIONS FOR VISION 2030

- 2.1 The senior management structure of the Council supports the achievement of the Council's vision and corporate priorities and the demands placed on it by the current context and future pressures.

3 BACKGROUND AND MAIN CONSIDERATIONS

- 3.1 The Chief Officer Terms and Conditions Committee at their meeting on the 1st July 2020, considered and recommended approval by Council, of a senior management restructure. The restructure proposals outline a flatter management structure and reporting lines which are designed to meet the needs of the organisation as outlined in the Corporate Plan – “Big Plans for a Great Place”.
- 3.2 Should Council approve the proposals, a series of administrative changes will be required to the Constitution, to reflect the changes to the structure. Any changes that are significant, for example, delegations to the proposed Deputy Chief Executive, will be brought back to a future meeting of Council for further consideration.

4 THE CURRENT POSITION

- 4.1 The Chief Executive has reviewed the Council's senior management structure and made recommendations to the Chief Officer Terms and Conditions Committee with a view to adopting a structure for the delivery of the Council's corporate vision and strategic objectives. The report outlining the proposed restructure is attached at Appendix 1. It is important to note that Appendix 1 referenced in the attached report is not included as this contained the detailed feedback from the individual consultees and as such is exempt information that was considered by the Committee as part of their deliberations.
- 4.2 Council is now requested to consider the recommendations of the Chief Officer Terms and Conditions Committee for the approval of the revised structure.
- 4.3 Should the recommendations be approved and the revised structure implemented, the council's Scheme of Delegation will require associated changes to ensure that it accords to the management structure. Whilst the majority of these will be administrative in nature, where any substantial changes are required, these will be submitted to a future meeting of Council for approval.

5 CONSULTATION (CUSTOMERS AND OTHER STAKEHOLDERS)

5.1 All colleagues identified in the restructure have been consulted on the proposals.

6 ALTERNATIVE OPTIONS

6.1 Council could opt not to accept the recommendations of the Chief Officer Terms and Conditions Committee and associated constitutional changes.

7 STRATEGIC RESOURCE IMPLICATIONS

7.1 These are contained in the body of the report at appendix 1.

8 LEGAL AND GOVERNANCE CONSIDERATIONS

8.1 The proposed constitutional changes would be administrative in nature and would enable the scheme of delegation to accord with the structural changes to the councils Leadership team.

9 EQUALITY IMPACT ASSESSMENT

9.1 None associated with this report.

10 DATA PROTECTION IMPACT ASSESSMENT

10.1 None associated with this report.

11 CRIME AND DISORDER AND RISK ASSESSMENT

11.1 None associated with this report.

12 SUSTAINABILITY OF PROPOSALS

12.1 The proposed senior management restructure aims to support the achievement of the Council's corporate ambition for the borough. The associated constitutional changes ensure that there is consistency across all sections of the constitution in line with the changes arising from the restructure.

13 HEALTH AND WELLBEING IMPLICATIONS (INCLUDING SOCIAL VALUE)

13.1 None associated with this report.

14 IMPACT ON ANY COUNCIL MANAGED PROPERTY OR LAND

14.1 None associated with this report.

15 CONCLUSIONS AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS

15.1 Where broad scope changes to the senior management structure are proposed, Council is required to consider the recommendations of the Chief Officer Terms and Conditions Committee. Similarly, changes to the constitution are a matter for Council to determine.

16 BACKGROUND PAPERS

16.1 None

17 APPENDICES:

Appendix 1 – Report to the Chief Officer Terms and Conditions Committee

David Stevens
Chief Executive