

**SENIOR MANAGEMENT RESTRUCTURING – MINUTE FROM COUNCIL MEETING  
19 JANUARY 2011**

Consideration was given to the Chief Executive's detailed report, as contained on pages 777 to 804 of the Book of Reports in which he outlined options for a Senior Management structure which would be able to meet the challenges facing the Council in the future. He referred to the significant reduction in Central Government funding arising from the Comprehensive Spending review, and to the emergence of the Lancashire Joint Venture Company (JVC), which it was felt would offer an opportunity for District Councils to reshape by transferring "back office" functions to the JVC, leading to a reduction in the number of staff to be managed within the Council.

The Chief Executive's report outlined the various options available to the Council, and concluded that, because of the unprecedented rate of change in local government, his recommendation was to defer any decision on management changes until December 2011.

At the meeting Members had before them a proposal submitted and moved as a motion by the Leader of the Council, together with an alternative, which was subsequently moved as an amendment to the Leader's motion, from the Labour Group.

RESOLVED A. That a Chief Executive and Two Director Structure be adopted and the posts of:

Council Secretary and Solicitor  
Assistant Chief Executive  
Executive Manager Housing, Property and Maintenance  
Services  
Executive Manager Community Services  
Executive Manager Regeneration and Estates  
Executive Manager Street Scene

be declared at risk of redundancy.

- B. That the Chief Executive, in consultation with the Business Plan Cabinet Working Group, prepare Job Descriptions, Person Specifications and obtain Grade Evaluation through the JE process, conduct an internal recruitment process, in line with the Corporate Policy - ring fenced to the above 6 posts, via the Chief Officers' Committee, and appointments be made to the 2 posts as soon as practicable.
- C. That if, from this internal recruitment process, two appointments are not successfully made the remaining vacant post(s) be advertised externally and the implications of this be noted.
- D. That the Chief Executive, in consultation with the Business Plan Cabinet Working Group, be given delegated authority (a) to establish a revised Management Structure for the Council consequent on the new Model, (b) to revise the Chief Officer grading structure and realign the pay line and (c) to redesignate

post titles and regrade posts where appropriate and look for alternative redeployment options as necessary in line with the Council's Redeployment Agreement, including considerations of redundancy as necessary.

- E. That these proposals be delivered within current budgetary provision.
- F. That consultations take place with all the officers affected and their representatives as appropriate.
- G. That the Terms of Reference of the Business Plan Cabinet Working Group be extended to cover the matters referred to at B and D above.
- H. That the interim arrangements agreed by Council at its meeting on 24 February 2010 be extended until such time as the above restructuring is complete on a date to be specified by the Chief Executive, namely:
  - i. That the Head of Planning Services continue in the interim post of Acting Executive Manager Planning and the LDF Strategy and Environment continue to be designated as Interim Head of Planning Policy and Environment and Deputy to the Executive Manager until the date specified by the Chief Executive.
  - ii. That the post of Council Secretary and Solicitor continue to be designated Deputy Returning Officer under Section 35 of the Representation of the People Act 1983, and the Assistant Chief Executive discharge the Client Partnership role and responsibility for the Human Resources function until the date specified by the Chief Executive.
  - iii. That the honoraria payments agreed by Council at its meeting on the 24 February 2010 be further extended until the date specified by the Chief Executive.
- I. That the amendments to the Proper Officer Provisions and Scheme of Delegation, set out in Appendix 1 of the Report to Council of 21 July 2010, be extended until the date specified by the Chief Executive above and then the Proper Officer Provisions and Scheme of Delegation be updated by the Chief Executive to reflect the new Job Titles and responsibilities as appropriate, to take effect immediately thereafter.