

Bath & North East Somerset Council

MEETING:	Restructuring Implementation Committee	AGENDA ITEM NUMBER
DATE:	5th March 2018	
TITLE:	Senior Management restructure proposal	
WARD:	ALL	
REPORT OF CHIEF EXECUTIVE		

1 THE ISSUE

1.1 To seek the Committee's agreement to the proposed restructure of the senior management (Tiers 1 and 2) of the Council.

2 RECOMMENDATION

2.1 That the proposal presented is approved and the Chief Executive be given delegated authority to take all steps necessary to implement it.

3 FINANCIAL IMPLICATIONS

3.1 The Council is faced with unprecedented financial pressures, with a savings requirement over the next two years of £28.7M. This is part of a continuing programme of cost reduction and restructures have been taking place on an ongoing basis to realise savings.

3.2 It is expected that the restructuring of the senior management team will provide circa £720k of savings by June 2018 and a further £280k by June 2020 of the overall staffing savings target of £8M.

3.3 The costs for the restructure will be met from the Council's approved earmarked reserves.

4 THE REPORT

4.1 Proposals have been developed to realign and reduce the senior management structure to ensure that council priorities can be delivered in an affective and affordable way. Where staff have been displaced as a result, the Council's Organisational Change procedures have been applied. As a general principle, these procedures seek to avoid redundancy.

4 EQUALITIES AND RISK MANAGEMENT

5.1 The Organisational Change Policy and associated procedures, for which the Redundancy Payments Scheme forms part, was the subject of full Risk Assessment at the time they were adopted by the Council. The proposal takes account of equalities issues and complies with the requirements of the LGPS regulations.

5 CONSULTATION

6.1 The budget savings targets are the subject of ongoing consultation with the affected staff and relevant trades unions who are aware of redundancy considerations.

6 ADVICE SOUGHT

7.1 The Chief Executive, Council's Monitoring Officer and Acting Divisional Director-Business Support (in Section 151 Officer role) have had the opportunity to input to this report and have cleared it for circulation.

Contact person	<i>Ashley Ayre, Chief Executive (Tel: 01225 477400)</i>
Background papers	None
Please contact the report author if you need to access this report in an alternative format	