

**OVERVIEW AND SCRUTINY COMMITTEE FOR RESOURCES  
3 APRIL 2007**

Present: Councillors Bing (in the Chair), Cooke, Sabetian,  
Silverson, Springthorpe and Tucker

Apologies were received from Councillor Stevens. Apologies were also received from Simon Hubbard, Corporate Director.

**35. DECLARATIONS OF INTEREST**

Councillors made no declarations of interest at this meeting.

**36. REVIEW OF SENIOR MANAGEMENT STRUCTURE**

On 23 January and 8 February 2007, Roy Mawford, Chief Executive, presented a report on the review of the Senior Management Structure to the committee. The review was being undertaken as a result of the current financial climate the Council was facing and the fact that the political leadership had changed after the local elections in May 2006. The Chief Executive described how the restructure would result in fewer, but more empowered, Directors and Senior Managers and would enable the authority to continue to be 'fit for purpose'.

Roy Mawford, Chief Executive, along with the four new Corporate Directors, had now unveiled proposals for dealing with the 3<sup>rd</sup> tier of management and the consequential impact on the 4<sup>th</sup> tier and secretarial and administrative posts. The report included details of the new service groupings and the implementation timetable.

The Chief Executive was present at the meeting, together with two Corporate Directors, Richard Homewood and Richard Peters. They explained how the new portfolios and service groups had been reached and why the services had been grouped together in a particular way. The Chief Executive circulated a copy of the presentation being given to staff by way of roadshows in the Town Hall and at Century House.

Councillor Sabetian was concerned that the connective-ness had been lost in these new portfolios as previously; there had been logic to services aligned with the relevant Directors. Councillor Cooke also raised concerns over service groups in Portfolios B and D and suggested that Marketing and Attractions be placed with Leisure Services, while Personnel and Organisational Development should be placed with Portfolio D.

Councillor Silverson suggested that Information Technology and Personnel and Organisational Development should be moved into Portfolio D. This was the responsibility of the Deputy Chief Executive and should be an over-riding portfolio. Also suggested was Policy and Performance being moved to the

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Chief Executive's direct control. It was also felt that Marketing and Attractions should be split in such a way that the Museum, Castle and Cliff Railways be grouped with Amenities and marketing promotions should sit with Community Services.

Members asked questions about joint working and cross-cutting opportunities. The Chief Executive, Corporate Directors and Principal Managers would all have responsibilities in these areas. Some projects would be time-limited, while others would be ongoing.

There were also concerns raised on the number of posts to be made redundant as a result of the 3<sup>rd</sup> tier restructure, as well as the subsequent impact on the 4<sup>th</sup> tier and support roles. The Chief Executive responded by saying that there would be displacements and, while efforts would be made to redeploy staff, there would probably be a small number of voluntary or compulsory redundancies.

Councillor Tucker raised concerns over staff morale and stress levels, especially if fewer staff would have an increased workload.

Councillor Sabetian also asked if the Cabinet structure would reflect the new corporate structure. An answer would be provided outside of the meeting.

The Chief Executive thanked members for their contribution and assured them that their comments would be taken into consideration as part of the consultation exercise. Members were also invited to make further comments either collectively or individually by the 16 April.

**RESOLVED that the comments raised by the Committee be fed back to the Chief Officers Leadership Team who would be meeting by 19 April to decide on the second stage of the restructuring.**

(The Chair declared the meeting closed at 7.20pm)