

**OVERVIEW AND SCRUTINY COMMITTEE FOR RESOURCES
4 AUGUST 2009**

Present: Cllrs Cartwright, Chowney (appointed substitute for Cllr Sabetian) Webb (appointed substitute for Cllr Barlow), Waite and Wilson (in the Chair)

Apologies were received from Councillors Armstrong, Barlow, Pragnell and Sabetian.

6. DECLARATIONS OF INTEREST

<u>Councillor</u>	<u>Minute</u>	<u>Interest</u>
Sabetian	38 Call in to Scrutiny – Review of the Senior Management Structure	Personal, member of GMB Union
Webb	38 Call in to Scrutiny – Review of the Senior Management Structure	Personal, member of GMB Union
Kramer	38 Call in to Scrutiny – Review of the Senior Management Structure	Personal, member of GMB Union
Stevens	38 Call in to Scrutiny – Review of the Senior Management Structure	Personal, member of Unison Union

7. CALL IN TO SCRUTINY – REVIEW OF THE SENIOR MANAGEMENT STRUCTURE

Jayne Butters, Borough Solicitor, presented the Call in to Scrutiny – Review of the Senior Management Structure Report.

The report set out the background to the request that the decision of Cabinet be called-in to further examine this important far-reaching decision and to consider the implications for the delivery of key council services to the public. The report also set out the options available to the Committee:

- (a) to take no action;
- (b) to refer the matter back to Cabinet with recommendations; or
- (c) to refer the matter to Council for consideration.

Roy Mawford, Chief Executive, referred to his report to Cabinet, Review of Senior Management Structure which described two options – Progressive Restructure and Radical Restructure. The Cabinet decision was for the Progressive Restructure option which would reduce the number of corporate directors from four to three and the number of service heads from 16 to 11.

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Roy Mawford reported that staff and the recognised trade unions had been consulted and that he had received valuable feedback.

Members discussed the Progressive and Radical Options and concern was expressed that the Review did not appear to have looked at other ways of delivering services, such as joint working and outsourcing or considered the impact on service delivery or given enough attention to the Radical Option.

Roy Mawford advised that with the uncertainty in the national economic situation and the known financial pressures on the Council, the Progressive Option would contribute towards the savings required and not put the Council in the position of having to lose and then re-employ staff if the economy and Councils financial position improved.

Councillor Beaver, Lead Member for Corporate Resources, reminded the Committee that the Review was a task highlighted in the Corporate Plan, which Full Council had agreed earlier in the year.

Members agreed that whatever decision is made, it needed to be implemented this financial year so the savings are available in 2010 and that Overview and Scrutiny has an important role to play in these matters and should be more involved at an earlier stage of any future restructuring exercises.

Councillor Chowney moved a motion, seconded by Councillor Webb, that the matter is referred back to Cabinet and that Cabinet notes the suggested changes to the Council's Senior Management Structure and agree to refer them to a working group comprising representatives of the different political groups on the Council and of staff members across different grades for their consideration along with other suggestions that they might make and for the group to report back to the Cabinet in the Autumn. The exact composition of this group to be determined by the three party leaders.

RESOLVED that the Review of Senior Management Structure be referred back to Cabinet and that Cabinet notes the suggested changes to the Council's Senior Management Structure and agree to refer them to a working group comprising representatives of the different political groups on the Council and of staff members across different grades for their consideration along with other suggestions that they might make and for the group to report back to the Cabinet in the Autumn. The exact composition of this group to be determined by the three party leaders.

(The Chair declared the meeting closed at 7.44pm)