

## RECORD OF EXECUTIVE DECISION BY CABINET

<b>ITEM:</b>	<b>Organisational Redesign Programme - Senior Management Review</b>
Cabinet Members Present:	Councillors Simon Geraghty (Chairman), Marc Bayliss, Marcus Hart, Steve Mackay, Karen May, Richard Morris, Tracey Onslow, and Mike Rouse.
Date of Decision:	1 February 2024
Purpose:	To consider the Organisational Redesign Programme - Senior Management Review.
<b>DECISION:</b>	<b>Cabinet to recommend that Council:</b>  a) approves in principle, subject to consultation, the Chief Executive's proposed revised Directorate structure and functional areas of responsibility; b) supports the proposals, in principle subject to consultation, for the Chief Officer structure for Tiers 2 and 3 as set out in the report; c) authorises the Chief Executive to carry out all necessary staff consultations in relation to the proposed changes; d) authorises the Chief Executive, in consultation with the Leader, to finalise the detail of the management structure for Tier 2 and Tier 3 officers including the job and person specifications in accordance with the above Directorate structure; e) authorises the Appointments Etc Panel to take all appropriate decisions in relation to the proposals for Tier 2 and 3 posts to support the new Directorate structure (including any deletion of existing posts, creation of new posts and appointments to them, and designation of statutory posts), and reviewing them in the future as appropriate; and f) notes the indicative timescale in Appendix 4 to the report and agrees that

	<b>the remaining Directorate restructure to be completed by September 2024 or an earlier date as the Chief Executive may determine having regard to the above processes.</b>
Reason(s) for the Decision:	To create a One Council re-unifying the senior management structure (Tiers 1-3), ensuring it is aligned to Council plans and is sustainable. This will ensure the Council can operate in a highly productive, efficient, and effective way to meet the priorities and statutory requirements placed on the Council within the financial envelope forecast.
Alternative Options Considered:	As set out in the report.
Conflict of Interest (any declared by a consulted Cabinet Member/any dispensation granted)	None.
Date the decision is due to take effect:	1 February 2023 as the decisions are recommendations being made to Council which will take the final decision on them.

**HAZEL BEST, ASSISTANT DIRECTOR, LEGAL AND GOVERNANCE**