

STOCKTON-ON-TEES BOROUGH COUNCIL

CABINET RECOMMENDATIONS

PROFORMA

Cabinet Meeting17th February 2022

1. Title of Item/Report

Senior Management - Restructure

2. Record of the Decision

Cabinet was invited to approve a proposed senior management restructure to provide managed transition and take advantage of a combination of opportunities and needs arising from the planned departure of a number of senior employees.

The primary aim of the review was to ensure that the Council maintained high standards of performance and excellent customer service for residents whilst managing change. The succession planning arrangements could be implemented to ensure that upcoming retirements and changes did not have a detrimental impact on service delivery in the short and longer term and focus on delivery of key Council Plan priorities was retained.

The review included the managed transition leading up to the planned retirement of the Managing Director following the elections in May 2023 and also incorporated developments to manage transition for the upcoming retirement of the Director HR, Legal and Communications, the Director of Adults and Health, the recent departure of the Director for Town Centre Development and the Assistant Directors responsible for Democratic Services, Licensing and Administration, HR, Legal and Communications and the Data Protection Officer.

The proposed review included the development of broader Assistant Director roles supporting the transition to a smaller Corporate Management Team (CMT) with balanced portfolios, reducing the number of directors from eight to six. Details of the proposed new senior management structure were provided at Appendix 1 to the report, along with a proposed new structure showing the allocation of services by directorate attached at Appendix 2. The developments also included a return to a single Deputy Managing Director rather than the current shared responsibility.

Cabinet noted that the proposals generated estimated annual savings of £200,000. The total one-off costs associated with the restructuring could not be finalised until the staffing consultation was complete but were estimated to be approximately £550,000 in total over the next 2 financial years. The one-off costs will be paid back within 3 years.

Subject to Cabinet approval, the proposals would be finalised and a formal 30-day consultation with affected employees would undertaken during March. The new structure would be implemented from 1 April with recruitment to the new Assistant Director and Senior Manager posts during April and May. Director appointments would take place over the coming months.

RESOLVED that Cabinet approves the senior management reorganisation proposals set out in the report subject to Council approval of the senior manager exit cost in excess of £100k as required by the Localism Act 2011 and in accordance with Secretary of State guidance regarding severance payments for senior local government employees.

3. Reasons for the Decision

Cabinet is asked to approve the recommendation in the report in order to allow the start of a formal consultation with the employees affected by the review as the first step of implementation of the new structure.

4. Alternative Options Considered and Rejected

None

5. Declared (Cabinet Member) Conflicts of Interest

None

6. Details of any Dispensations

N/A

7. Date and Time by which Call In must be executed

Midnight - Friday 25th February 2022

Proper Officer

21 February 2022