

City of Westminster

Decision Taker	Date	Title of Report
Urgency Committee of the Cabinet	15 September 2004	Amalgamation of reporting lines for “Environment” activities
Classification	Report of	
For general release	Chief Executive and the Head of Human Resources	
Wards involved	None	
Policy context	Transforming Westminster	
Financial Summary	There are no changes to existing costs arising from this report	

1. Summary of this Report

- 1.1 This report proposes that the three departments responsible for the “The Environment”, namely Environment & Leisure, Community Protection and Planning & City Development, are amalgamated under one Chief Officer, who will be designated as Deputy Chief Executive (Environment).
- 1.2 The current structures will initially not be altered and the future structure will be determined by the new Deputy Chief Executive when appointed.
- 1.3 The only exception to this is that Libraries and the management of the Leisure Centre contracts will move from the Environment & Leisure Department to the Education Department.
- 1.4 No increases in cost will arise from this report.

2. Proposed Decision

- 2.1 That the structure in Appendix 1 be agreed to replace the structure in Appendix 2 and a new post of Deputy Chief Executive (Environment) created at a grade to be determined by the Head of Human Resources.

3. Background

- 3.1 The current organisation has evolved over a period of time and has reflected the priorities of the Council. The changing priorities have drawn the Environment & Leisure, Community Protection and Planning & City Development Departments into an ever closer working relationship. Much of the work of the departments now crosses the traditional department boundaries and a lead director is required to head the new arrangement.

- 3.2 Alongside the above, the management mechanisms of the Council have also changed with the introduction of the Corporate Management Board, to take responsibility for the operational management of the Council, and the reappraisal of the role of the Chief Officers' Board.
- 3.3 The Chief Officers' Board will reduce in number and adopt a new and significantly more strategic role, and, over time, will evolve into a Chief Executive's Strategy Group.
- 3.4 The imminent retirement of the current Director of Community Protection provides the appropriate timing to amalgamate as described above.

4. Details of Proposals

- 4.1 In order to deliver the Civic Renewal priorities, there is a requirement for the three departments to work in an ever closer relationship. A single accountable Director is required to ensure the most effective delivery of these priorities.
- 4.2 The other Department heads will be members of the Corporate Management Board, but are not expected to be members of the evolving Chief Executive's Strategy Group.
- 4.3 The newly aligned structures will enable any possible areas of duplication of work to be eliminated, the benefits of synergy to be gained and the most cost effective delivery methods to be used.
- 4.4 It is anticipated that over time and at the appropriate moment, the Social & Community Services and Education Directorates will also align under a Deputy Chief Executive in a similar manner.
- 4.5 The introduction of the new structure is intended to coincide with the retirement of the current Director of Community Protection and the appointment of his successor.
- 4.6 The Libraries Service along with the management of the Leisure Centre contracts will be moving from Environment & Leisure to Education.

5. Staff Implications & Consultation

- 5.1 Staff affected have been consulted about the proposals in this report. Appropriate staff consultation will take place at the time changes are proposed to future structures by the new Deputy Chief Executive.

6. Financial Implications

6.1 No additional costs are incurred as a result of the change outlined in this report. The new Deputy Chief Executive will be charged with seeking and delivering cost efficiencies resulting from the amalgamation.

7. Business Plan Implications

7.1 The proposed change better equips the Council to deliver the business plan priorities in the "Environment" area.

8. Reason for Decision

8.1 The proposed new departmental reorganisation will be more effective in delivering the Council's Civic Renewal priorities and achieve cost efficiencies.

9. For completion by Chief Officer

Decision:

Signed:

Designation:

Date:

Time:

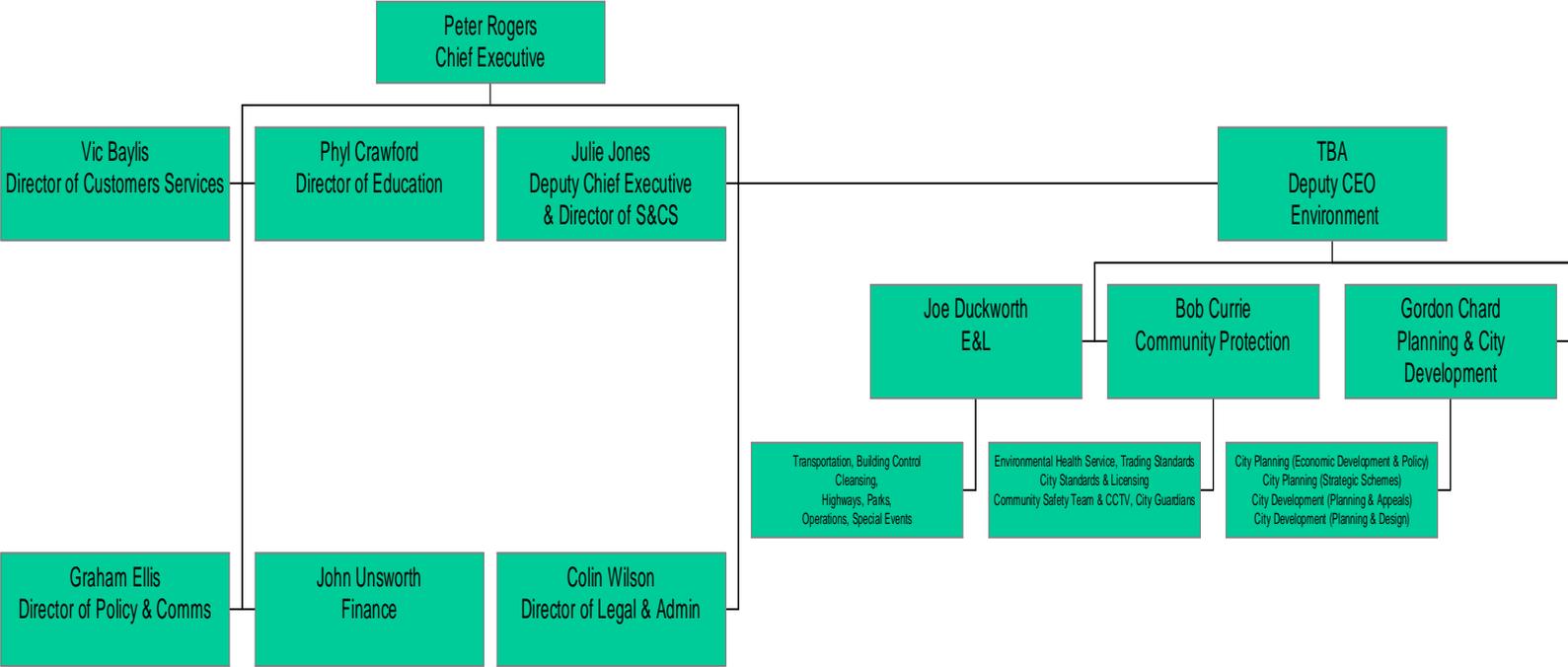
<p>If you have any queries about this report, please contact Jonathan Evans on 020 7641 3321; e-mail: jevans@westminster.gov.uk; fax: 020 7541 3053.</p>

Background Papers

None

APPENDIX 1

PROPOSED REPORTING LINE



APPENDIX 2

CURRENT DEPARTMENTAL REPORTING LINE

