



	Committee Report
Date:	17 April 2007
Subject:	Changes to the Senior Management Structure of the Council

Summary

1. The recent resignation of the Deputy Chief Executive and Director of Children's Services has provided an opportunity to review the senior management portfolios across the Council and determine the best arrangements for the future delivery of services.
2. This report proposes a change in the senior management structure in the council by changing the reporting arrangements for the Director of Housing and the related changes affecting the post of Deputy Chief Executive and Director of Children's Services

Recommendations

1. That with effect from a date to be agreed between the Head of Human Resources and the Chief Executive, the senior management structure of the Council be changed, with the Director of Housing becoming accountable to and reporting directly to the Chief Executive as set out in the revised management structure at Appendix 2 to the report.
2. That subject to the adoption of recommendations 1 above, the grade and remuneration package for the Director of Housing be reviewed by the Head of Human Resources in line with the Council's reward strategy.



City of Westminster

Committee report

Date:	16 April 2007
Classification:	For General Release
Title of Report:	Changes to the Senior Management Structure of the Council
Report of:	The Chief Executive and Interim Head of Human Resources
Wards involved:	All
Policy context:	Supporting the development of effective management of the Council
Financial summary:	Any costs arising from these proposals can be met from within the Department's existing budget
Report Author:	Dennis Roberts, Interim Head of Human Resources
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1. Background Information

- 1.1 The reorganisation of senior management structures agreed by Cabinet in November 2006 for the newly created departments of Children's Services, Adults' Service and Housing, attached as Appendix 1, replaced the previous management structure of the Children & Community Services.
- 1.2 This structure was intended to provide senior management stability in this period of change, keeping the capacity to manage the *Change for Children* agenda in Westminster effectively whilst continuing to deliver and improve upon our excellent services throughout this period.
- 1.3 The recent resignation of the Deputy Chief Executive and Director of Children's Services has provided an opportunity to take stock, consider recent changes and further consider management portfolios.
- 1.4 There is a strong emphasis on corporate and cross-departmental working throughout the Council. This achieves a more comprehensive and innovative pattern of service delivery and development in keeping with the complex needs of residents and other users of Council services, and is one of the fundamental principles behind the Customer Services Initiative. However, it is necessary from time to time to review the balance of functions across the Council and ensure that they are in line with overall Council priorities and that key services are given proper recognition and profile.

2. Proposals

- 2.1 The Director of Children's Services has a key role in raising the Children's agenda and transforming the delivery of schools and education support services, children's social care services and further developing the Council's services to children, young people and their families.
- 2.2 The Council's new Academies, its *Building Schools for the Future* (BSF) programme, its development of local Children's Trust arrangements and its continuing support to the *Every Child Matters* agenda represent a significant and challenging remit for the Director of Children's Services. This will require working jointly across all key delivery agencies, public, private or voluntary / community sector to deliver the best possible outcomes for children, young people and their families.
- 2.3 Housing remains a very high priority for residents and the Council. The developing neighbourhoods agenda, which is central to the One City Objectives, together with a range of other high profile issues which will follow on from the Housing Commission Report and new Housing Strategy, mean that the focus of housing needs to be closely linked into the wider corporate agenda.
- 2.4 The high value and potential high risk nature of the financial remit linked to housing benefit subsidy and homelessness costs, together with the transfer of responsibility for the HRA, mean that this area is of critical importance to corporate finances and should report directly to the Chief Executive for that reason.

2.5 Inclusion of direct responsibility for the Director of Housing in the responsibilities of the Deputy Chief Executive/Director of Children's Services role could inhibit successful recruitment because of the wide ranging skills set potentially required. The lack of synergy between the housing and children's services agendas suggest that the opportunity should now be taken to change the current reporting arrangements for this reason.

2.6 It is therefore proposed that:

- a) the Director of Housing should report to the Chief Executive.
- a)b) the revised senior management structure as set out in appendix 2 replace the current structure
- b)c) the job descriptions for the Director of Housing and the Deputy Chief Executive/Director of Children's Services be amended to reflect these changes.

3. Financial Implications

Any costs associated from the proposed changed structure will be contained within existing departmental budgets

4. Legal Implications

No changes to delegations are necessary consequent on the proposed change to the Senior management structure.

5. Staffing Implications

The Chief Officers affected by the proposed change have been consulted on the proposals in the report and are in agreement.

6. Consultation

The services referred to in this report affect all wards, and no individual ward members have been consulted.

7. Reason for Decision

The change in structure proposed will ensure that the focus of housing is linked closely to the wider corporate agenda, acknowledging its critical importance to corporate finances with direct accountability to the Chief Executive

If you have any queries about this report or wish to inspect one of the background papers please contact Dennis Roberts on 020 7641 3221, fax 020 7641 3053, email droberts2@westminster.gov.uk.

Background Papers

None.

For completion by Chief Officer

Signature:

Designation: Chief Executive

Decision:

Date:

Time:

Declaration of Interest

- I have no interest to declare in respect of this report

Signed Date
NAME:

- I have to declare an interest

State nature of interest
.....

Signed Date
NAME:

(N.B: If you have an interest you should seek advice as to whether it is appropriate to make a decision in relation to this matter.)