



Minute Extract from Joint Strategic Committee – 7 January 2014

JSC/085/13-14 Organisational Change 2014: “Catching the Wave”

Before the Committee was a report by the Chief Executive, copies of which had been circulated to all Members, a copy of which is attached to the signed copy of these Minutes as Item 10.

The report set out proposals for organisational change to ensure both Councils had the officer leadership required to meet medium and longer term challenges, the Chief Executive’s views of the context and current organisational capacity (as identified by various stakeholders across Adur and Worthing), it identified the structural changes required, the processes to be followed and provided an outline timetable.

The Joint Strategic Committee were asked to endorse the proposed changes and agree the voluntary redundancies and processes set out and a recommendation to both Councils to approve the recommendations and release up to £358,000 from reserves to fund the necessary transitional costs.

The Committee were advised that the vacant post identified in the current management team structure (appendix 2) was the subject of an appeal. Any costs associated with that process were not included within the figures provided in the report.

Members considered the contents of the report and made the following observations:-

- that the proposals outlined in the ‘Catching the Wave’ document outlined a new strategic direction for both Councils;
- the proposals would enable the Councils to save money through considerable reductions in senior management costs;
- that Councillors would like to see a comparison between the costs of the proposed senior management structure and those prior to partnership working;
- that the proposals provide an opportunity to significantly change the culture of both Councils and that the Chief Executive would be charged with ensuring its implementation;
- that ‘wealth generation’ would be a key outcome of the proposals;
- that the proposals would have been a good idea even if they had been cost neutral;

Members wished to place on record their thanks to those staff identified within the report who had cumulatively given 135 years of service to the Councils.

Clarification was sought in relation to what union consultation had taken place. The Chief Executive confirmed that the proposals had been shared with Unison and that their representation intimated that changes were required.

A Member sought clarification over the number of officers that would sit on the proposed Councils Leadership Team (CLT). It was confirmed that the CLT would comprise the Chief Executive and 4 Directors. The three 'Head of' level 3 roles and additional posts outlined in the report would report directly to either the Chief Executive or 4 Directors and they would not form part of the CLT.

Decision:

The Joint Strategic Committee:-

- i) endorsed the direction of travel for Adur & Worthing Councils contained in Catching the Wave at Appendix 1;
- ii) considered the Chief Executive's (as Head of Paid Service) proposed future structure for the organisation as set out in Appendix 2; noted the approach and draft timetable set out in the report and recommended the approval of the structure to both Adur and Worthing Councils;
- iii) approved the 5 voluntary redundancy applications, as set out in Appendix 4 to the report, subject to the approval of the draft structure and the release of redundancy costs from reserves, by both Adur and Worthing Councils;
- iv) recommended to both Adur and Worthing Councils the release of up to £358,800 from reserves to fund the redundancy costs of the individuals concerned which is to be funded as follows:**
 - a) Adur District Council's capacity issues reserve £124,100;**
 - b) Adur District Council's Housing Revenue Account reserve £137,500;**
 - c) Worthing Borough Council's capacity issues reserve £97,200.**