



## **BRECKLAND COUNCIL**

### **DELEGATED DECISION RECORD**

This records a key or other decision taken by an Executive Member, the Cabinet or Cabinet Sub-Committee in accordance with the Council's scheme of Delegations (as set out in Section D of Part 3 of the Council's Constitution).

Unless the Leader and the Chairman of the Overview and Scrutiny Commission certify that the matter is so urgent that the normal five-day scrutiny delay on action should not apply, then this decision will come into force and may then be implemented on the expiry of five working days after the publication of the decision, unless called in under the call-in procedures as set out in Section D of Part 3 of the Council's Constitution.

<b>Portfolio/Cabinet</b>	Cabinet
<b>Report Title (&amp; Reference No.)</b>	Environmental Services Organisational and Services Review
<b>Summary Background</b>	To present a summary of the formal consultation responses received and to seek authority to implement a re-structure of Environmental Services at Breckland District Council and South Holland District Council; to share further positions between the authorities; and introduce headline improvement plans to address areas of weakness identified within the review process.
<b>Author/Contact Officer</b>	Dale Robinson, Interim Environmental Services Manager
<b>Ward(s) Affected</b>	All Wards
<b>Urgent?</b>	No
<b>Key Decision?</b>	No
<b>In Forward Plan?</b>	Yes
<b>Date Decision Taken</b>	Tuesday, 29 October 2013
<b>Date Published</b>	Thursday, 31 October 2013
<b>Call-In Expiry</b>	N/A
<b>Exempt Information?</b>	No
<b>Decision (Action Agreed)</b>	<p><b><u>RECOMMEND</u></b> to Council that:</p> <p>1) the implementation of the restructure of Environmental Services within both Breckland District Council and South Holland District Council as detailed in the report be approved; including</p>

	<p>a) the provision of the senior management capacity for Environmental Services via the appointment of a Corporate/Strategic Manager; jointly shared between the two Authorities. Officers are requested to investigate further and report back on the most appropriate organisational structure/service arrangements to be managed by this position taking into account the potential synergies, weaknesses noted within paragraphs 1.19-1.20 of the report;</p> <p>b) the further sharing of posts namely the proposed Senior Environmental Services Officer and Senior Waste &amp; Recycling Services Officer;</p> <p>2) the Environmental Services Statement of Purposes at paragraph 1.7 of the report be agreed; and</p> <p>3) the headline improvements as at paragraphs 1.33-1.35 of the report be agreed.</p>
<p><b>Reasons(s)</b></p>	<p>The recommended organisational re-structure, together with the suggested headline service improvements, will ensure that environmental services at both Councils is positioned to be able to effectively deliver what is required of it; address the areas of improvement identified; maximise the sharing of staff, skills and other resources between the Council's thereby increasing effectiveness and efficiency, improving customer service and service delivery and provide potential cost savings.</p>
<p><b>Options</b></p>	<p><u>Option 1</u></p> <p>Do nothing, leaving both the organisational structure of Environmental Services as existing and not proceeding with the suggested headline service improvements.</p> <p><u>Option 2</u></p> <p>Not proceeding with the organisational re-structure proposal, making the current secondments permanent and choosing which of the suggested headline improvements to proceed with.</p> <p><u>Option 3</u></p> <p>To proceed with the organisational re-structure, together with the suggested headline service improvements, as proposed within the report.</p>
<p><b>Further Information</b></p>	<p>ES review report Sept 2013 joint BDC focus</p>