

BRECKLAND DISTRICT COUNCIL

Report of: William Nunn, Leader of Breckland District Council

To: Council – 5th July 2012

(Author: Terry Huggins, (Chief Executive)

Subject: Breckland, Great Yarmouth and South Holland Shared Management

Purpose: To formally cease the joint working arrangements with Great Yarmouth Borough Council

Recommendation(s):

1. To acknowledge the end of the joint working arrangements with Great Yarmouth Borough Council

2. To approve the continuation of the additional work streams described in this report

1. BACKGROUND

- 1.1 Breckland and South Holland District Councils have been operating with a shared Chief Executive from August 2010 and with shared senior managers from April 2011.
- 1.2 The Leaders at Breckland and South Holland have always believed that their way of working could be extended over a larger number of authorities.
- 1.3 A discussion between the Leaders of Breckland, South Holland and Great Yarmouth led to an interest in investigating whether a shared Chief Executive and senior managers could work successfully across the three Councils.
- 1.4.1 All three authorities formally approved the principles of a shared management arrangement as well as appointing Terry Huggins as joint Chief Executive for the purposes of implementing the proposals in March 2012.
- 1.5 On the 24th May 2012 the final proposals were due to be presented back to all three authorities for a final decision on whether or not to proceed to be made.
- 1.6 Elections in Great Yarmouth took place on 3rd May 2012 which saw a change in political leadership, following this Great Yarmouth Borough Council formally decided to withdraw from the shared management process

2 CURRENT POSITION

- 2.1.1 The project to establish joint working arrangement between the three authorities consisted of a number of separate work streams. The two major work streams focussed on HR and ICT. Additional work was also undertaken to understand how office layouts could be altered to better suit a flexible management hub approach.
- 2.1.2 As part of the HR work stream a number of vacancies in the Breckland/South Holland shared management team were opened up to Great Yarmouth Officers on an initial secondment basis, pending any decision on 24th May 2012.

- 2.1.3 As Great Yarmouth Borough Council withdrew from the process prior to the committee dates the option to consider Officers from Great Yarmouth on a secondment basis was not pursued and the recruitment process to fill vacancies has proceeded as normal
- 2.1.4 Additionally, through the shared management project it was decided that the Health & Safety requirements be reviewed. This piece of work has commenced and it is proposed that it continues, with the scope being narrowed to cover current working arrangements for the shared management team.
- 2.1.5 ICT requirements for a shared team across the three authorities have also been considered. Whilst great progress has been made in adopting more flexible working arrangements across sites it is evident that greater benefit can be derived from developing current ICT provision
- 2.2 This work is being developed with ICT from Breckland and South Holland in consultation with current shared managers. Outcomes of the work will be presented to Members as appropriate in the future.

3 STATUTORY APPOINTMENTS

- 3.1.1 As part of the proposal for Great Yarmouth, statutory appointments were to be reviewed and clarified e.g. Section 151, Monitoring Officer, Returning Officer.
- 3.1.2 No changes to the current arrangements for Breckland and South Holland are recommended with one exception. It is recommended that Director of Commissioning Maxine O'Mahony be appointed as Electoral Registration Officer and Returning Officer for South Holland DC. At the time of the joint management arrangement the chief executive had agreed to temporarily take on this role after the departure of Mr Scarsbrook until new arrangements could be made

4 IMPLICATIONS

4.1 Carbon Footprint & Environmental Issues

None

4.2 Constitution & Legal

None

4.3 Contracts

None

4.4 Corporate Plan

None

4.5 Crime and Disorder

None

4.6 Equality and Diversity & Human Rights

None

4.7 Financial

The savings which the proposal would have delivered will no longer be realised and will have to be found from alternative efficiency projects.

4.8 Risk Management

None

4.9 Staffing

It is proposed that recruitment into the vacant posts now continues as normal.

4.10 Stakeholders / Consultation

None

4.11 Other

5 WARDS/COMMUNITIES AFFECTED

N/A

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Key Decision – Yes

Appendices attached to this report: None