

BRECKLAND COUNCIL

Report of Timothy Leader, Deputy Chief Executive to COUNCIL – 10th April 2008

ORGANISATIONAL REVIEW

1. Purpose of Report

- 1.1 To obtain Council's authority to vire £168,500 from the Salary Reserve into the salaries budget for 2008/2009 to fund the cost of making redundant staff displaced by the Organisational Review that was approved by the General Purposes Committee on 26th March 2008.
- 1.2 The report also seeks Council's approval to designate the new post of Assistant Director – Governance as the Council's Section 151 Officer under the Finance Act 1988.

2. Recommendations

It is recommended that the Council:

- 2.1 Vire the sum of £168,500 from the Salary Reserve to the staffing budget for the year 2008/2009.
- 2.2 Vire salary budget between cost centres to reflect the budgeted cost of the revised structure.
- 2.2 Approve the post of Assistant Director – Governance be designated as the Council's Section 151 Officer under the Finance Act 1988.

Note: In preparing this report, due regard has been had to equality of opportunity, human rights, prevention of crime and disorder, environmental and risk management considerations as appropriate. Relevant officers have been consulted in relation to any legal, financial or human resources implications and comments received are reflected in the report.

3. Information, Issues and Options

3.1 Background

- 3.1.1 On 26th March 2008 the General Purposes Committee declared redundant a small number of posts in order to give effect to an organisational review, which is intended to ensure that the Council has the right number of staff with the correct blend of skills, organised in a way that is calculated to best deliver the organisation's priorities together with those of its partners.
- 3.1.2 The review is self-financing over a period of 3 years. In year 1, however, a deficit of £168,500 arises because savings generated by restructuring are off-set in year 1 by the need to make redundancy payments. It is therefore proposed to part fund year 1 by viring the amount of the deficit from the Salary Reserve into the salaries budget for 2008/2009. The result is that the Review can be implemented without any actual increase in the staffing budget because the reserve, which amounts to 3% of the Council's staffing budget of £11.2m, has already been created.

3.2 Issues

- 3.2.1 Part of the Review involves creating a new post of Assistant Director – Governance. The post holder's role will be to assist the Deputy Chief Executive in resolving a range of persistent Use of Resources and Governance issues that have dragged down the Council's Use of Resources score in recent years. The post holder, who must be a qualified accountant, will also add strategic capacity to the Council's Finance Team, which is essential if it is to make significant and rapid progress in improving the way it

delivers efficiencies, manages risk and delivers value for money. It should be emphasised that in making this change there will be no other impact on the post of Head of Finance, which will remain a critical post within the authority. In this respect, the object of moving the Section 151 role from the Head of Finance to the Assistant Director is to shift responsibility for strategy and some day to day management from the Head of Finance to the Assistant Director, leaving the Head of Finance free to focus on detailed operational issues.

4. Risk and Financial Implications

4.1 Risk

4.1.2 No risk other than those identified in the report to General Purposes Committee on 26th March 2008.

4.2 Financial

4.2.1 None, other than those set out above under para. 3.1.2.

5. Legal Implications

5.1 None.

6. Other Implications

a) Equalities: None

b) Section 17, Crime & Disorder Act 1998: None

c) Section 40, Natural Environment & Rural Communities Act 2006: None

d) Human Resources: None

e) Human Rights: None

f) Other: None

7. Alignment to Council Priorities

7.1 This proposal considers all of our priorities

8. Ward/Community Affected

8.1 None

Background Papers

Report to General Purposes – 26th March 2008.

Members should note that this is a restricted report under Schedule 12A of the L.G. Act 1972, but if Members wish to review the document they should contact the DCEO.

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Key Decision Status (Executive Decisions only):

Non-Key decision & not on Forward Plan]

Appendices attached to this report: None