

Council – 26th February 2015

Senior Management Review – Retirement of an Executive Director

Wards **All**

1. Summary of report:

- 1.1 To consider the request for voluntary redundancy of the Executive Director of Neighbourhood Services.

2. Recommendation(s)

Subject to consideration of the confidential information in the Private Session on the Council Summons, the Council will be recommended to:

Agree to the request for voluntary redundancy of the Executive Director of Neighbourhood Services with effect from 30th April 2015.

3. Background

- 3.1 Cabinet has tasked me to review senior management across the Council, with a view to submitting a viable option, which ensures future arrangements are fit for purpose, whilst securing £1 million savings spread across the next two financial years. Reducing senior management capacity by this amount will present significant challenges for those who remain and that expectations will need to be managed accordingly.
- 3.2 A number of discussions have taken place with senior managers and Councillors to seek views on a revised organisational structure.
- 3.3 As part of these discussions, the Executive Director of Neighbourhood Services has come forward with a request to be considered for voluntary redundancy with effect from 30th April 2015.

4. Proposal - Voluntary redundancy of the Executive Director of Neighbourhood Services

Under the Council's constitution, Personnel Committee has the delegated authority to appoint and dismiss Executive Directors and Assistant Directors in accordance with the Employment Procedure Rules.

However, whilst the delegated authority to agree to this proposal under the Council's constitution is with Personnel Committee, as the total proposed severance package is above £100,000 then statutory guidance suggests that this should be agreed by Council.

Due to the age of the postholder this will also mean an early release of his local government pension.

This proposal will result in a reduction of Executive Directors from five to four, with a saving to the Council of **£144,438** per annum, this includes employment on costs.

5. Staffing Issues

5.1 All current postholders have been consulted and are supportive of the proposals.

6. Resource and Legal Considerations:

6.1 The Executive Director of Neighbourhood Services will cease his employment on 30th April 2015. The total cost of the exit package will exceed £100,000.

6.2 Statutory guidance issued by the Secretary of State for the Department of Communities and Local Government issued under section 40 of the Localism Act 2011 provides that authorities should offer full Council the opportunity to vote before large severance packages beyond a particular threshold are approved for staff leaving the organisation.

7. Citizen impact:

7.1 Contained within the report.

8. Performance and risk management issues:

8.1 Reducing senior management capacity by £1 million will present significant challenges for those who remain and expectations will need to be managed accordingly.

9. Equality Implications:

9.1 An equality impact assessment has been completed for the senior management restructure. This will be updated as the next phases of the senior management review become firm proposals.

10. Consultation:

10.1 Executive Directors have been consulted upon this proposal. Further consultation will take place should this proposal be agreed, in particular with regards to which services are delivered by each Directorate.

Author

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Chief Executive

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12 February 2015

A handwritten signature in black ink that reads "Paul Sheehan". The signature is written in a cursive style with a large initial 'P' and a long, sweeping underline.

Paul Sheehan
Chief Executive