

CHANGES TO THE CONSTITUTION – OFFICER EMPLOYMENT PROCEDURE RULES**COUNCIL****25 November 2015****CLASSIFICATION:****Open****If exempt, the reason will be listed in the main body of this report.****WARD(S) AFFECTED****All Wards****CABINET MEMBER****Cllr Sophie Linden****Deputy Mayor****KEY DECISION****REASON****CORPORATE DIRECTOR****Gifty Edila, Corporate Director of Legal, HR and Regulatory Services**

1. SUMMARY

- 1.1 The Chief Executive is proposing to restructure the 1st and 2nd tier management levels of the Council to take effect from 1 April 2016 to reduce the number of Senior Officers. Consultation on the proposal closed on [] November. The proposal will lead to a net reduction of more than 30% of the current senior management posts, and release around £1 million of savings.
- 1.2 A recruitment process is to be undertaken to recruit into a number of newly created posts in the new structure.
- 1.3 The Officer Employment Procedure Rules in the Constitution has been revised to take account of the recruitment process into these newly created posts.
- 1.4 This report requests the Council to approve the revision to the Officer Employment Procedure Rules in the Constitution to accommodate the selection process for the newly created posts in the new structure.

2. RECOMMENDATION

That Council:

Approve the revision to the Officer Employment Procedure Rules.

3. REASONS FOR DECISION

- 3.1 The proposed changes are designed to identify significant savings from the cost of senior management.

4. DETAILS OF ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

- 4.1 The proposed changes are designed to identify significant savings from the cost of senior management.

5. BACKGROUND

- 5.1 The last Council-wide restructure of senior management was in 2010.
- 5.2 It is proposed that the new structure will take effect from 1 April 2016. A chart of the new structure is attached at Appendix 1.

OFFICER EMPLOYMENT PROCEDURE RULES

- 5.3 The Officer Employment Procedure Rules embody certain legal requirements for senior officer selection process. The Officer Employment Procedure Rules have been amended to facilitate the selection process for the new posts in the proposed new structure as follows:

- For the Group Director posts (Chief Officers who could also be statutory officers), the appointments will be made in accordance with the process set out in paragraph 5.1 of the Rules;
- Rule 5.4 has been revised to clarify that some statutory officers may not be Chief Officers and to add the newly created Group Director posts to the Chief Officer posts listed in Rule 5.4.
- Additional wording has been added to Rule 5.5 to clarify that some Deputy Chief Officers may be statutory officers.
- For the Director (Deputy Chief Officers) (who may also be statutory officers) posts, the appointments will be made in accordance with the revised paragraph 5.7 of the Rules; and
- For any officers below the level of Director who report to or who are directly accountable to the Chief Executive, the appointments will be made in accordance with paragraph 7.1 of the Officer Employment Procedure Rules.

The revised Officer Procedure Rule is attached at Appendix 2.

6. **COMMENTS OF THE CORPORATE DIRECTOR OF LEGAL, HR AND REGULATORY SERVICES**

The legal powers to implement the proposals are contained within Section 112 Local Government Act 1972 (Appointment of Staff) and Section 111 Local Government Act 1972 (Incidental Powers of Local Authorities).

Any legal issues surrounding the future implementation of the proposals will be dealt with in accordance with the Council's Constitution, specifically (though not exclusively) the Officer Employment Procedure Rules and the Officer Schemes of Delegation.

Gifty Edila
Corporate Director of Legal, HR and Regulatory Services

Appendices –

Appendix 1 – Proposed New Structure Chart
Appendix 2 - Revised Officer Employment Procedure Rules

Background Papers

None

Report Author	Yinka Owa Assistant Director, Legal and Democratic Services 020 8356 6234
Comments of the Corporate Director of Legal, HR and Regulatory Services	Alice Prince Senior Corporate lawyer 020 8346 6584