

	<h2>Remuneration Committee</h2> <h3>13 October 2014</h3>
Title	Senior Management Restructure
Report of	Chief Executive
Wards	All
Status	Public
Enclosures	Appendix 1: Close of Consultation Document (Final Proposals)
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<h2>Summary</h2>
<p>This report is provided by the Chief Executive as Head of Paid Service concerning the organisation and functions of the Council within senior management positions across the Commissioning Group and Delivery Units.</p> <p>The Chief Executive undertook collective and individual consultations between the 1st September 2014 and 30th September 2014. Recommendations have been made to the General Functions Committee on the 13th October 2014, and subject to their approval or amendments, the Remuneration Committee are requested to consider the recommendations set out in this report.</p> <p>Subject to the agreement of the recommendations, the Remuneration Committee will consider the pay and grading of the new and amended positions, in line with the Council's existing senior management pay scales. The Remuneration Committee will also agree the selection and appointment process to chief officer and statutory positions.</p>

Recommendations

It is recommended that the Remuneration Committee **AGREE** the recommendations set out in the body of the report in Section 7.

Alternatives considered

These recommendations and the structure have been subject to consultation and amended as set out in the post consultation report with the final proposals (Appendix 1), subject to the approval of the General Functions Committee.

Consideration to continue with the existing arrangements would result in the retention of the current structure, without the benefit of the savings indicated and improvements to the intention to strengthen the commissioning functions of the Council.

1. WHY THIS REPORT IS NEEDED

- 1.1 The Remuneration Committee is delegated by Council to consider the remuneration of senior officers and the appointment of chief officers within the Council's structures.

2. REASONS FOR RECOMMENDATIONS

- 2.1 To implement the decision of the General Functions Committee, if approved on the 13th October 2014.
- 2.2 In February 2014, the Council approved the current Pay Policy Statement setting out the policy in respect of pay and grading across the Council and senior remuneration as required by the Section 38 of the Localism Act 2011.
- 2.3 This report sets out the structure as proposed to the General Functions Committee on 13 October 2014. Subject to their approval and any amendments or decisions, the Remuneration Committee is delegated by Council to approve the remuneration of senior roles.
- 2.4 As this report is published in respect of a restructure involving chief officers and statutory officers, the Remuneration Committee are asked to agree the approach to the appointment to the new positions.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 The development of the proposals included a 30 day consultation with senior managers to explore alternative proposals. The response to the consultation is set out in Appendix 1.

4. POST DECISION IMPLEMENTATION

- 4.1 Should the recommendation be approved, the Remuneration Committee will be asked to consider the approval of the proposed remuneration and the selection criteria for chief officer positions. Positions below chief officer will be subject to an internal appointment process.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 The report concerns the commissioning functions of the Council.

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 5.2.1 The proposals set out within this report can be contained within the relevant existing budgets of the Council, with savings in the overall cost of senior management and associated support costs.

- 5.2.2 Any redundancies will be funded through the Council's redundancy reserve.

5.3 Legal and Constitutional References

- 5.3.1 As set out previously in this report.

5.4 Risk Management

- 5.4.1 The Council's commissioning functions are essential to the continuing transformation of services and delivery of the Commissioning Council aims. To achieve this, the Council requires the right people with the set of skills to commission effective services for our residents. During the transition period between the Committee and implementation date there will be requirement to manage the changes in the commissioning portfolios.

5.5 Equalities and Diversity

- 5.5.1 The proposals set out in this report have been considered in the Equalities Assessment provided to the General Functions Committee.

5.6 Consultation and Engagement

- 5.6.1 The consultation of staff affected has been undertaken through group consultation, individual meetings with those directly affected and the opportunity for written feedback. There was positive engagement from the commissioning functions and other senior managers with considered points of view that have been reflected in these final proposals.
- 5.6.2 The summary of the consultation is set out in Appendix 1.

6. DETAIL

- 6.1 On 7th November 2012, the General Functions Committee noted a report concluding the re-organisation of the Council and the appointments to senior positions within the structures of the Council.
- 6.2 The purpose of the reorganisation was to establish firm arrangements for commissioning services and enhance the focus of strategic managers to commission services based on outcomes and a stronger customer orientation. In addition, the restructure released financial savings recognising the need to invest in strategic management capacity whilst delivering savings in management structures.
- 6.3 The restructure created a Commissioning Group and Delivery Units.
- 6.4 In January 2014, minor management reporting arrangements removed the line management of operational Delivery Units from the Commissioners directly to the Chief Executive.
- 6.5 In reviewing the effectiveness of the arrangements agreed in 2012, the Chief Executive has set out a rationale to further strengthen the commissioning functions of the Council; provide greater clarity of roles and responsibilities between commissioners and Delivery Unit directors; and to ensure statutory responsibilities sit within the Commissioning Group of the Council.
- 6.6 To inform the recommendations to this Committee, the Chief Executive has undertaken a consultation within the Commissioning Group and the wider senior management structure.

7 RECOMMENDATIONS

It is recommended that the Remuneration Committee **AGREE**:

1. the remuneration levels of the roles within the new structure as graded through the Hay grading model.

The reason for this decision is that the Council has an approved pay and grading structure as set out in the Pay Policy Statement. If the Remuneration Committee is not in agreement with the graded roles, then it should direct whether the Pay Policy Statement should be revised. The next revision is due in February 2015.

2. the approach to each of the new roles, giving consideration to the Council's duty to mitigate redundancies and ensuring consistency across the roles to ensure equality. The recommended approach to each role is set out below.

The reason for this decision is to ensure objective decision-making and mitigate against possible claims of unfair dismissal by means of redundancy.

And that subject to decisions 1 and 2, and decisions 1 and 2 as set out in the exempt report, the following arrangements are made **TO APPOINT** to the remaining positions:

3. The Commissioning Director (Children and Young People) with the statutory designation as Director for Children's Services is recruited to through external advert using a suitable external agency. Details of which will be provided at the Remuneration Committee on 11th November 2014.

And the Remuneration Committee **NOTE**:

4. that under Article 25 of the Council's Constitution (HR Regulations) officers below chief officer designation are the responsibility of the Head of Paid Service (Chief Executive).

In respect of deputy chief officers, the Chief Executive will consult with the Chair of the Remuneration Committee at the time of the appointment, and report to the next

available Remuneration Committee any such appointment and remuneration. To this end, the Chief Executive asks the Remuneration Committee to **NOTE** his intention to:

5. Conduct an internal process for the appointment to Commissioning Directors for Growth & Development and Environment and to the Head of Communications and Marketing. Should no appointment be made, the appointment process will be undertaken externally.
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