

Eden District Council

Council
21 July 2011

Management of Succession Wider Issues

Reporting Officer: Interim Chief Executive

Responsible Portfolio: Leader

1 Purpose of Report

- 1.1 This report updates the Council on the various actions and responses and proposes the re-establishment of the Transformation Working Group.
- 1.2 The Council, at the meeting in June, agreed a series of recommendations from the Leader in respect of the management of succession. The report was part of a series of reports which presented a way forward for the Council to refresh the Corporate Plan over the period until September to reflect the wishes of the electorate etc and to deliver the necessary budget savings of £1.1m to balance the medium term financial plan by 1 April 2012.

2 Recommendation:

<p>It is recommended that the Transformation Board as an advisory group to the Executive be established comprising the Leader, Deputy Leader, Resources Portfolio Holder and four Group Leaders in order to consider implementation of the Management of Succession proposals, single office accommodation, achievement of savings targets and shared services.</p>

3 Report Details

- 3.1 The HR and Appeals Committee will be reporting to Council under exempt report on the requests received to date for voluntary redundancy. The consultation process on the management of succession is going well with a number of comments being received which are providing confidence that the target figure of £560,000 from the staffing budget for savings can be achieved. The revised structures proposed are still being consulted on and the process should conclude during August to enable a full report to Council in September. Implementation is proposed to start in October in a managed way to secure the most appropriate outcomes for the Council and continued provision of services.
- 3.2 In respect of the Corporate Plan refresh, consultation on that has also commenced and views are being received and it is proposed to report on that to the September Council meeting as well.

- 3.3 In relation to the budget and medium term financial plan progress on this is also going well. The savings target of £1.1m is highly likely to be achieved and be deliverable from 1 April 2012. That will mean that the Council has brought forward the balancing of its medium term financial plan from 2015 by three years. Also as a direct consequence of the work being undertaken that should reduce the need to draw down and use about £2m of the Council's financial balances. This means that money will either be available to provide resilience to the Council for the future or providing interest in the order of £40,000 per year for use if needed.
- 3.4 The discussions with Carlisle City Council over sharing a Chief Executive etc commenced after the previous Council meeting and the Leader will update Council on this at the meeting.
- 3.5 The Executive at its meeting at the end of June gave consideration to the principle of having a single office accommodation site based at the Town Hall. It was agreed that a feasibility exercise should be undertaken with a view to reporting to Council before the end of the year. The purpose of having single office accommodation would be to reduce operating costs, make the Council more efficient and there be a single point of service delivery for the public. The intention was that such provision would also be financed from receipts for the Mansion House site. The valuations of the options etc would all be part of the feasibility exercise.
- 3.6 Prior to the elections, the Council had in place a cross party group of members which met to look at transformation. It is considered that with the various changes being made that the reintroduction of that cross party group should be considered. It is considered that it could carry out an overview of the effectiveness of the management of succession programme, oversee the single office accommodation project and also deal with any shared services proposals which may come forward including reviewing those already in place. The composition of such a group could include three members of the Executive being Leader, Deputy Leader and Resources Portfolio Holder and the four Group Leaders.

4 Policy Framework

- 4.1 The Council has four corporate priorities which are:

Housing
Quality Environment
Economic Vitality
Quality Council

5 Implications

5.1 Legal

- 5.1.1 There are no legal implications arising from this report.

5.2 Financial

- 5.2.1 In adopting the Corporate Plan 2011-14, the Council confirmed its use of its stated Resource Allocation Categories. These help the Council prioritise the

allocation of funding to reflect corporate priorities. The financial implications of any proposal must be consistent with this.

5.3 Equality and Diversity

5.3.1 The Council has to have regard to the elimination of unlawful discrimination and harassment and the promotion of equality under the Equality Act 2010 and related statutes.

5.3.2 There are no equality and diversity implications arising from this report.

5.4 Environmental

5.4.1 The Council has to have due regard to conserving bio-diversity under the Natural Environment and Rural Communities Act 2006.

5.4.2 There are no environmental implications arising from this report.

5.5 Crime and Disorder

5.5.1 Under the Crime and Disorder Act 1998 the Council has to have regard to the need to reduce crime and disorder in exercising any of its functions.

5.5.2 There are no crime and disorder implications arising from this report.

5.6 Children

5.6.1 Under the Children Act 2004 the Council has to have regard to the need to safeguard and promote the welfare of children in the exercise of any of its functions.

5.6.2 There are no implications to children arising from this report.

5.7 Risk Management

5.7.1 There are no risk management implications arising from this report at the present time.

6 Reasons for Decision/Recommendation

6.1 To involve a wider group of Members on the implementation of the various proposals.

Robin Hooper
Interim Chief Executive

Governance Checks:

Checked by or on behalf of the Chief Finance Officer	✓
Checked by or on behalf of the Monitoring Officer	✓

Background Papers:

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