

Date of meeting:	16 March 2020
Title of Report:	<b>Organisational Design – Senior Management Arrangements</b>
Lead Member:	Councillor Tudor Evans OBE (Leader)
Lead Strategic Director:	Tracey Lee (Chief Executive)
Author:	Tracey Lee (Chief Executive)
Contact Email:	tracey.lee@plymouth.gov.uk
Your Reference:	N/A
Key Decision:	No
Confidentiality:	Part I - Official

### **Purpose of Report**

The report sets out a small number of proposals to amend the Senior Management Structure for Plymouth City Council to meet existing and future drivers for change.

### **Recommendations and Reasons**

It is recommended that:

1. Council approves the proposals for changes outlined in this paper.
2. Council notes the outline timetable implementing the changes.
3. Council delegates the Chief Officer Appointments Panel to undertake further activity in relation to the changes.
4. Council notes the information about areas of responsibility and Statutory Officers.
5. Council authorises the Monitoring Officer to make any consequential amendments to the constitution as a result of these changes.

### **Alternative options considered and rejected**

To keep the structure as it is or amend it in many other ways. The proposals in the report provide the best fit for existing and future drivers.

### **Relevance to the Corporate Plan and/or the Plymouth Plan**

The proposals in the report are designed to best support delivery of the Plymouth Plan and Corporate Plan.

**Implications for the Medium Term Financial Plan and Resource Implications:**

Established Chief Officer salaries are accounted for within the Medium Term Financial Plan. There are no new Chief Officer posts proposed in this report.

Where roles have changed there will be consideration of whether or not this impacts on the salaries currently paid with referral to an independent job evaluation process if required.

No changes will be made to current salaries without reference to the Chief Officer Appointment Panel.

**Carbon Footprint (Environmental) Implications:**

It is the responsibility of all senior officers to ensure we develop and deliver our plans for both ensuring the Council is carbon neutral by 2030 and leading the City in carbon reduction. It will be important for new teams coming together to look for opportunities to reduce carbon impact and for senior officers who are taking on new responsibilities to be appropriately trained.

**Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:**

\* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.

None specifically identified

**Appendices**

\*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Statutory roles							
B	Functions							
C	Current Structure							
D	Updated Structure							

**Background papers:**

\*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7
Council Report 28 January 2018	x						
Council Report 19 November 2018	x						

**Sign off:**

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Originating Senior Leadership Team member: Tracey Lee, Chief Executive											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 04/03/2020											
Cabinet Member approval: Approved verbally with by the Leader of the Council – Councillor Tudor Evans OBE Date approved: 02/03/2020											