

WIRRAL COUNCIL

THE EMPLOYMENT AND APPOINTMENTS COMMITTEE

22 MARCH 2012

SUBJECT:	DEPARTMENT OF REGENERATION, HOUSING AND PLANNING: SENIOR MANAGEMENT STRUCTURE
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR REGENERATION, HOUSING AND PLANNING
KEY DECISION?	YES

1.0 EXECUTIVE SUMMARY

- 1.1 The purpose of this report is to bring forward a proposal for the senior management structure of The Department of Regeneration, Housing and Planning, following the appointment of The Director of Regeneration, Housing and Planning by The Employment and Appointments Sub Committee on 8 March 2012.
- 1.2 Appendix One: Current and Proposed Senior Management Arrangements is exempt, by virtue of paragraph(s) 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

2.0 BACKGROUND AND KEY ISSUES

- 2.1 The Employment and Appointments Committee on 29 September 2011 (minute 36) agreed the following in relation to The Department of Regeneration, Housing and Planning:
 - I. That the posts of Director of Regeneration, Housing and Planning; Head of Strategic Development and Regeneration and Head of Housing be established on a permanent basis.
 - II. That the appointment or assignment of current employees be agreed as outlined in Exempt Appendix One.
- 2.2 The appointment of a permanent Director of Regeneration, Housing and Planning was made on 8 March 2012. The current post holders of The Head of Strategic Development and Regeneration, and The Head of Housing are acting in these posts, as shown in Exempt Appendix One.
- 2.3 The current post holder of Head of Strategic Development and Regeneration, DC03a, has a substantive post as Head of Housing and Regeneration DC03a, as shown at Appendix Two.

- 2.4 The current post holder of Head of Housing, DC03a, has a substantive post of Head of Housing at EP019 grade, as shown at Appendix Two.

3.0 FUTURE REQUIREMENTS

- 3.1 The Planning section which includes building and development control, moved from The Technical Services Department to The Department of Regeneration, Housing and Planning in January 2011. The senior managers of these services currently report to The Acting Head of Strategic Development and Regeneration.
- 3.2 The Planning service is complemented and supported by functions with the service of Strategic Development and Regeneration. It is therefore proposed that The Head of Strategic Development and Regeneration is redesignated as The Head of Regeneration and Planning at DC03a, and that the current post holder is appointed to this role on a permanent basis.
- 3.3 The area of Housing is complex and includes a large number of functions and responsibilities as shown at Appendix Two. The service requires leadership at a senior level because of the importance of this area of work, and the complex internal and external relationships and projects that need to be managed. In addition, there are significant budgets attached to housing delivery.

4.0 RELEVANT RISKS

- 4.1 The senior management structure of The Department of Regeneration, Housing and Planning has been managed through a number of interim arrangements for the last 18 months. There is a risk to the stability and effective running of the department if permanent senior management arrangements are not put in place.

5.0 OTHER OPTIONS CONSIDERED

- 5.1 This is considered the most appropriate and cost effective option available to The Council.

6.0 CONSULTATION

- 6.1 The current post holders have been consulted.

7.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 7.1 N/A

8.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 8.1 It is proposed that The Head of Strategic Development and Regeneration is redesignated as The Head of Regeneration and Planning at DC03a, and that the current post holder is appointed to this role on a permanent basis.

- 8.2 There are currently two Head of Housing posts: one at EP019, and one at DC03a. The substantive post of the current post holder is at least 70% of The Head of Housing DC03a. In line with the Council's Restructuring Policy, it is proposed that the current post holder of the Head of Housing at DC03a is 'slotted in' to the post of Head of Housing, DC03a, on a permanent basis. The post of Head of Housing, EP019 will be deleted as this post is no longer required. This will realise a saving of £57,437 per annum.
- 8.3 The senior management structure of The Department in September 2010 is shown at Appendix Two.
- 8.4 The proposed senior management structure of The Department of Regeneration, Housing and Planning is shown at Appendix Three.

9.0 LEGAL IMPLICATIONS

9.1 N/A

10.0 EQUALITIES IMPLICATIONS

10.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?

No because there is no relevance to equality.

11.0 CARBON REDUCTION IMPLICATIONS

11.1 N/A

12.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

12.1 N/A

13.0 RECOMMENDATION/S

- 13.1 The post of Head of Strategic Development and Regeneration is redesignated as The Head of Regeneration and Planning at DC03a, and that the current post holder is appointed to this role on a permanent basis.
- 13.2 The current post holder of The Head of Housing, DC03a is appointed to this role on a permanent basis.
- 13.3 The post of Head of Housing, EP019 is deleted.

14.0 REASON/S FOR RECOMMENDATION/S

14.1 The Department of Regeneration, Housing and Planning requires strong, stable leadership and management to meet the needs and aspirations of The Council and The Borough.

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APPENDICES

Exempt Appendix One: Current and Proposed Senior Management Arrangements
Appendix Two: Senior Management Structure: September 2010
Appendix Three: Proposed Senior Management Structure

REFERENCE MATERIAL

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Employment and Appointments Committee	29 September 2011
Employment and Appointments Committee	9 June 2011
Cabinet	14 October 2010