

ABERDEEN CITY COUNCIL

COMMITTEE: Enterprise, Planning & Infrastructure
DATE: 31st May 2010
DIRECTOR: Gordon McIntosh
TITLE OF REPORT: Enterprise, Planning & Infrastructure Senior
Management Restructure proposals
REPORT NUMBER: EPI/10/154

1. PURPOSE OF REPORT

The purpose of this report is to detail the recommendations for the achievement of the agreed 2010/11 revenue budget savings through:

- i. The creation of a revised structure for Enterprise, Planning & Infrastructure and the proposed responsibilities for senior management posts
- ii. The continued restructure of the Enterprise, Planning & Infrastructure Directorate.

2. RECOMMENDATION(S)

It is recommended that the Committee:

- i. Agrees to the proposals to establish the new structure for Senior Managers within Enterprise, Planning & Infrastructure as shown in Appendix One;
- ii. Agrees to the disestablishment of the posts within Enterprise, Planning & Infrastructure as shown in Appendix One;
- iii. Acknowledges the arrangements to use the Councils Job Matching process to fill the posts outlined in the proposals and where vacancies remain to use the appropriate selection process and the redeployment and redundancy process if required;
- iv. Agrees to provide delegated authority to the Director of Enterprise, Planning & Infrastructure to continue with the remaining restructure of the Directorate in accordance with Council policies for Organisational Restructuring – job matching process; proper consultation with Trade Unions & staff to enable the Directorate to deliver agreed 2010/11 budget savings
- v. Acknowledges that the Director for Enterprise, Planning & Infrastructure will report back to the Committee with the complete final structure and savings on 9 November 2010

3. FINANCIAL IMPLICATIONS

There will be no increase in costs as part of the proposed restructuring for Enterprise, Planning & Infrastructure. It is anticipated that the implementation of the full structure allied to a zero based approach will result in the reduction of costs following completion of the process.

The new Job Descriptions are currently being finalised, and will then go through the Council's job evaluation process. An outline of the remit and responsibilities of the proposed managers posts are also attached in Appendix One.

Based on the current salary scales of existing Service Managers within Enterprise, Planning & Infrastructure, it is expected that these proposals will result in the majority of new posts being graded at G16, with the exception of the two new General Manager posts in Asset Management & Operations which are expected to achieve G17.

There may be limited one-off costs associated with potential redundancy of existing post holders. These costs can not yet be specified until job matching is complete. The costs will also vary depending on the age, length of service and salary of those affected. However, such costs will be kept to a minimum by making use of the Council's redeployment policy.

4. SERVICE & COMMUNITY IMPACT

Enterprise, Planning & Infrastructure aims to deliver Best Value and is restructuring its service in order to achieve this. This proposal will strengthen the overall management of the Directorate and its ongoing ability to deliver its commitments as set out in the Single Outcome Agreement, *Vibrant, Dynamic and Forward Looking* and the Enterprise, Planning & Infrastructure Service Plan.

5. OTHER IMPLICATIONS

The revised management arrangements will impact beneficially on the work undertaken by Aberdeen City Council, and specifically the role that Enterprise, Planning & Infrastructure plays, through the achievement of greater efficiency, clarity and accountability.

The current proposals have been developed through consultation with Enterprise, Planning & Infrastructure staff and Trades Unions. The proposals have also been considered in the context of equalities and human rights impact.

The posts within the new structure proposed in this report will be filled through the Council's Organisation Restructure Job Matching Process.

The job matching process ensures that individuals are given a reasonable amount of time to apply for a post they feel they have significant links to. The job matching process for the senior management posts aims to be complete by September 2010.

6. REPORT

During the development process the new Senior Management Team has been meeting with staff groups to discuss the roles, responsibilities and working relationships. The feedback received has been reflected in the proposals before Committee today. Staff will continue to be kept informed of the process and developments moving forward. The Trade Unions have also been kept informed. Briefings and Q&A documents relating to comments or questions raised throughout the process have also been made available via the Enterprise, Planning and Infrastructure web pages on The Zone

Although currently reporting to the Director of Enterprise, Planning and Infrastructure, the post of Marischal College Programme Director is excluded from this process, and will remain unchanged.

The proposed structure for Asset Management & Operations differs slightly to that of Economic and Business Development, Planning and Sustainable Development and Support Services due to the volume of staff and the range of the service.

In order to further implement the necessary changes needed to achieve the budget savings for 2010/11 this report also seeks the delegated authority for the Director of Enterprise, Planning & Infrastructure in relation to the continued restructuring of the Directorate. This will allow the Director to implement the changes needed in a timely and efficient manner.

The Director of Enterprise, Planning & Infrastructure will report back to Committee later in the year following completion of the appointment process with the final structure and resulting savings.

7. REPORT AUTHOR DETAILS

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8. BACKGROUND PAPERS

Report Number OCE/09/12 - Chief Officers Second Tier Restructuring
Report Number ECS/10/044 – Education, Culture and Sport Senior Management Restructuring

Appendix One – Proposed Structure Charts, Posts to be disestablished and outline of remit/responsibilities for new Service Manager posts