

COMMITTEE: Administration

DATE: 10th November 2003

SUBJECT: New Departmental Structures

REPORT BY: Chief Executive

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IMPLICATIONS:

LEGAL	COMMUNITY SAFETY
EQUALITIES	ENVIRONMENT
FINANCIAL	CONSULTATIONS
STAFFING ✓	OTHER

WARDS AFFECTED: ALL

PURPOSE

To present the outcome of the consultation on proposals to restructure departments, in response to the Government's intent to legislate, requiring each relevant Local Authority to have a statutory post of Director of Children's Services.

RECOMMENDATION(S)

Administration Committee is recommended to:
Recommend to Council, revisions to departmental responsibilities, structures and consequently to set up a recruitment and staff consultation process that will lead to the establishment of new departmental structures and appointments to senior management posts and functions.

BACKGROUND

Committee have with their agenda a covering report on "New Departmental Structures". As referred to in that report, a consultation exercise has taken place on proposals drawn

up by the Corporate Directors Management Team. The purpose of this report is to present the outcomes of the consultation.

REPORT

A total of 48 responses have been received, from an original circulation of 250 documents sent to a combination of individual members of staff, management teams, trade unions, head teachers, partners and other stakeholders. The responses covered a wide selection of views, which were regarded for the purposes of the consultation as confidential to the individual employees. Group responses as well as individual feedback were provided, for example departmental and other management teams considered the proposals and gave a consensus view.

General overview of the consultation

A summary of the analysis of the results is attached at appendix 1.

The committee will note from the analysis that there was overwhelming support for change as recommended by the proposals and strong agreement with the principles set out in the consultation paper.

There were some additional principles suggested by individuals, which will be taken into consideration by the working group in progressing the reorganisation of the departments.

Specific proposals – responses

Respondents were asked to consider whether there were views about alternative structures. Eleven of the 48 who responded voted to reduce the number of departments still further i.e. from 4 to 3 departments. This would, by implication create a different 2 tier structure, with greater accountability at that level, refocusing the proposal toward a more management structural review rather than a functional review. One respondent favoured a fifth department.

Respondents were particularly asked to comment on those functions, which would be re-located in the proposed service departments where there is a need for consensus. These will be discussed in turn:

Location of Libraries

The majority response (81%) was in support of Libraries being located in Children and Learning Services. The next favoured option was to locate Libraries in Housing and Community Services.

Location of Leisure Services

The majority response (73%) supported the proposal that Leisure should be located within Housing and Community Services. The next favoured response was to locate Leisure services in Childrens Services.

Location of Adult Education

The majority response (83%) supported the proposal for Adult Education to be located in Housing and Community Services. The next favoured response was to locate Adult Education in Housing and Community Services

Location of Community Development

The majority response (78%) supported the proposal for Community Development to be located in Environment and Regeneration. The next favoured response was to locate Community Development in Housing and Community Services.

Location of Community Centres

The overall response (94%) supported the proposal for Community Centres to be located in Housing and Community Centres.

Location of Customer Services

The majority response (99%) was to keep the Customer Services in its existing location.

Location of Revenues

The majority response (100%) was to keep the Revenues in its existing location.

Location of Student Support

The majority response (99%) was to keep Student Support in its existing location.

Location of School Meals

The majority response (99%) was to keep School Meals in its existing location.

Location of Regeneration and Community Development

The majority response (99%) was to keep Regeneration and Community Development in its existing location.

Other Comments

In addition to the comments received in relation to the specific questions asked, which have been quantified above and in the attached, the consultation process generated a number of additional responses, which will be considered by the working group when drafting the next stages of the reorganisation.

PROPOSAL

The Committee is asked to note the responses to the consultation process as an endorsement of the proposals outlined in the consultation paper on New Structures.

Appendix

Summary of the responses to the consultation on Departmental New Structures.

LIST OF BACKGROUND PAPERS**LOCAL GOVERNMENT ACT 1972, SECTION 100D**

Every Child Matters – Green Paper
Luton Borough Council – New Structures - Consultation Paper