

FC26. SERVICE RE-DESIGN

Council considered a report by the Chief Executive presenting a proposed functional Service and chief officer structure for the Council.

Council had agreed, on 31 March 2015 (ref FC88), a proposed functional service structure for consultation with relevant employees and Trades Union and had requested a report back on the outcome together with a senior officer structure to support the Service structure.

A revised Service structure comprising Development Services, Children's Services and Corporate and Housing Services was set out as appendix 3 to the report.

The report summarised the key feedback from senior officers in regard to the proposed structure and set out, in an appendix, a proposed Chief Officer structure, which differs from the current structure most notably by:-

- (1) the deletion of the post of Director of Social Work Services;
- (2) the deletion of one Head of Service post from Development Services; and
- (3) the deletion of one Deputy Chief Finance Officer post, pending a review of working arrangements in Finance.

The report set out proposed arrangements for the Section 95 Finance Officer, Monitoring Officer and Chief Social Work Officer statutory posts and set out the personnel implications should Council adopt the proposed structure. In particular, authority was sought to appoint to the posts of Head of Operational Services and Head of Adult Services, and information was provided in regard to grading implications. Should the structure be agreed, a number of officers will assume different responsibilities and, where duties change, there will be a need to evaluate posts to ensure the grade remains appropriate.

In cases where the grade is reduced three options were presented –

- (1) implement the new lower grade with immediate effect, recognising the impact this may have on the personal circumstances and future pension of the employee;
- (2) implement the new lower grade following a period of advance notice, for example, 6 to 12 months' notice could be provided to the employee;
- (3) implement the new grade with a defined period of protection (if agreed, further work would require to be undertaken on what may be justifiable from an equality perspective).

Councillor C Martin, seconded by Baillie Paterson, moved that Council agrees:-

- (1) to note the work undertaken to devise and consult on both the functional Service structure and chief officer structure;
- (2) the functional Service structure attached as appendix 3 of the report;

- (3) the Chief Officer structure attached as appendix 5 of the report;
- (4) that the revised Service and Chief Officer structures be implemented from 1 August 2015;
- (5) to note the arrangements with regards to statutory posts as outlined in paragraphs 3.14 to 3.18 of the report;
- (6) the role of the Chief Social Work Officer as set out in appendix 6 of the report;
- (7) to note the recruitment arrangements set out in paragraphs 4.1 to 4.4 of the report;
- (8) to delegate authority to fill the vacancies outlined in paragraphs 4.1 to 4.3 of the report, either by secondment or by external advert as appropriate to the post, with officers being asked to undertake the process for any secondment and the Appointments Committee undertaking any external recruitment process;
- (9) to fill the post of Head of Adult Services on a temporary 2 year basis, as detailed in paragraphs 4.2 and 4.3 of the report; and
- (10) to defer consideration of the arrangements that will be implemented in the event that an officer's grade is reduced as a result of this re-design exercise, as outlined in paragraphs 4.7 and 4.8 of the report until it is known whether there are implications arising from the re-design which would require such a decision to be taken.

As an amendment, Councillor Meiklejohn, seconded by Councillor Jackson, moved in substitution for the motion, that Council agrees:-

- (1) to note the work that has been carried out by the Chief Executive to date but recognises that, in order to have a management structure that is fit for purpose that a full review of the management structure of the Council needs to be carried out;
- (2) that, in order to progress a full management review, an officer/Member working group is established, which should also include representatives of the relevant Trades Unions;
- (3) the Chief Social Work Officer role as attached in appendix 6 of the report;
- (4) that the post of Head of Adult care services is filled on a temporary basis, as detailed in paragraphs 4.2 and 4.3 of the report; and
- (5) that the working group brings a further report to the next scheduled meeting of full Council.

On a division, 16 members voted for the motion and 14 voted for the amendment, with voting as follows:-

For the motion (16) – Provost Reid; Depute Provost Patrick; Baillie Paterson; Councillors Black, Blackwood, D Goldie, G Goldie, Gow MacDonald, Mahoney, Martin, Dr C R Martin, McLuckie, Murray, Nicol and Nimmo.

For the amendment (14) – Councillors Alexander, Balfour, Bird, Carleschi, Chalmers, Coleman, Hughes, Jackson, McCabe, Meiklejohn, Oliver, Ritchie, Spears and Turner.

Decision

Council agreed the motion.