RECORD OF EXERCISE OF DELEGATED AUTHORITY BY OFFICER

DATE OF DECISION  9 January 2012  DECISION MAKER
DECISION REFERENCE  AF/4+/2012  Alan Franks
(Name and Job Title)  Managing Director

RECORD OF THE DECISION

a) The issue
In order to achieve the budget savings required by Cabinet in the 2012/2013 budget, Informal Cabinet gave approval in principle to restructure the Business Improvement Unit. Formal consultation has now been completed and the proposal remains unchanged. 2 voluntary redundancies have been received, 1 post is vacant and a recruitment process is underway with 4 impacted officers ring-fenced to new posts within the new structure. This may reduce the number of compulsory redundancies.

b) The Decision
Posts CU163 (Customer Services Development Manager), CU211 (Customer Services Team Leader); CU040 and CU214 (Customer Service advisers level 1), CU161 (Senior Business Analyst), IT130 (Senior Systems Developer), IT220 (Technical and Comms Officer) and IT150 (Support Group Team Leader) be disestablished and the current post holders be made redundant in accordance with the Council's policies & procedures.

3 new posts (Business Improvement Team Leader) to be established.

REASON FOR THE DECISION
To achieve the required budget savings required by Cabinet.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED IN MAKING THE DECISION
2 alternative structures were considered but rejected due to the potential of increasing compulsory redundancies or reducing the required savings.

Ward RELEVANCE
None

FINANCIAL AND BUDGET IMPLICATIONS
The new structure will generate revenue savings of approximately £111,000 per annum.
CONSULTATION UNDERTAKEN WITH MEMBERS/OFFICERS

The portfolio holder for Central Services was consulted at the outset, as were Cabinet and CMT at Informal Cabinet on 3rd October 2011

IMPLICATIONS OF DECISION (eg LEGAL, RISK MANAGEMENT, HUMAN RESOURCES, ENVIRONMENTAL, EQUAL OPPORTUNITIES)

Loss of staff will lead to more pressure on remaining officers.

ANY OTHER COMMENTS

RETURN TO ASSISTANT DIRECTOR – BUSINESS IMPROVEMENT AS SOON AS A DECISION IS MADE OR AS REASONABLY PRACTICABLE THEREAFTER