

**RECORD OF EXERCISE OF DELEGATED AUTHORITY BY OFFICER PURSUANT TO
REGULATION 13 OF THE LOCAL AUTHORITIES (EXECUTIVE ARRANGEMENTS)
(MEETINGS AND ACCESS TO INFORMATION) (ENGLAND) REGULATIONS 2012 &
THE OPENNESS OF LOCAL GOVERNMENT BODIES REGULATIONS 2014**

<u>SUBJECT OF DECISION</u>	
Senior Management Restructure	
<u>DECISION REFERENCE</u>	<u>SOURCE OF AUTHORITY AND REFERENCE</u> (i.e. Committee/ Constitution/Minute No. etc.)
DO/95/2026 (TS)	<p><i>3E.1 Chief Executive (Head of Paid Service, Electoral Registration & Returning Officer - f) Change the staff structure in consultation with the Leader and/or the relevant portfolio holder(s), the S.151 Officer, the Monitoring Officer and the Unions.</i></p> <p><i>3E.1 Chief Executive (Head of Paid Service, Electoral Registration & Returning Officer</i> <i>e) Make any necessary and consequential changes to the Council's Scheme of Delegation to Officers to give effect to any changes in personnel, legislation, or the structure of the Council, to ensure its efficient and effective operation, in consultation with the Leader of the Council.</i></p> <p>Remuneration Panel, 22 January 2026</p>
<u>DATE OF DECISION</u>	<u>DECISION MAKER (Name and Job Title)</u>
5 th March 2026	 Tom Shardlow, Chief Executive (Head of Paid Service)
<u>RECORD OF THE DECISION</u>	
<p>a) The issue</p> <p>A report outlining proposals to restructure the senior leadership team was submitted to and approved by Remuneration Panel on 22 January 2026. The proposals centred around the deletion of a vacant Strategic Director post and a redistribution of services amongst remaining Strategic Director posts to ensure more effective alignment. Formal consultation has been undertaken with all those impacted resulting in no substantial changes to the original proposals.</p> <p>b) The Decision</p> <p>Remuneration Panel resolved on 22 January 2026 that should there be no substantial changes as a result of consultation that implementation should be delegated to the Head of Paid Service. As such, implementation of a restructure of the senior management and in particular deletion of a vacant Strategic Director role is to proceed. Updated organisation structure shown at Appendix A.</p>	

REASON FOR THE DECISION

The revised redistribution of services strengthens service alignment and allow for more efficient leadership capacity.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED IN MAKING THE DECISION

To recruit to the vacant Strategic Director role with no changes to service alignment – this option was considered but was rejected.

WARD RELEVANCE

All – this concerns the leadership of the authority.

FINANCIAL AND BUDGET IMPLICATIONS

The deletion of a post will release a notable salary saving for the authority. This has been accounted for and will support the recruitment of more junior posts to support delivery.

CONSULTATION UNDERTAKEN WITH MEMBERS/OFFICERS

Remuneration Panel considered and approved the proposals; formal consultation undertaken in line with the Council's Change Management Policy with all those directly and indirectly impacted by the changes.

ANY CONFLICT OF INTEREST DECLARED BY ANY MEMBER CONSULTED

N/A

IN RESPECT OF ANY DECLARED CONFLICT BY A CABINET MEMBER, ANY DISPENSATION GIVEN BY THE HEAD OF PAID SERVICE (Note if the decision is a non-executive decision, no dispensation can be given).

N/A

EQUALITIES IMPLICATIONS (including any Equality Impact Assessment)

None directly arising.

HUMAN RESOURCES IMPLICATIONS

Change Management Policy has been followed to date and will also apply for implementation. There are no redundancies arising from the deletion of a vacant post.

FINANCIAL IMPLICATIONS

As per above.

HEALTH EQUALITIES IMPLICATIONS

None directly arising.

SECTION 17 CRIME & DISORDER IMPLICATIONS

None directly arising.

RISK MANAGEMENT IMPLICATIONS

None directly arising.

SME (SMALL/MEDIUM ENTERPRISES) & LOCAL ECONOMY IMPLICATIONS

None directly arising.

ENVIRONMENTAL IMPLICATIONS

None directly arising.

LEGAL IMPLICATIONS

None directly arising.

ANY OTHER COMMENTS

N/A

PLEASE RETURN TO THE MONITORING OFFICER AS SOON AS A DECISION IS MADE OR AS REASONABLY PRACTICABLE THEREAFTER

Chief Executive

HR/OD

LGR/
Devolution

Strategic Director – Resources
S151 [and Deputy Chief Executive]

Strategic Director -
Culture and Environment

Strategic Director -
Communities and Place

Assistant
Director –
Finance
(Deputy S151)

Assistant
Director –
Democracy &
Governance
(MO)

Assistant
Director –
Digital &
Business
Change

Assistant
Director –
Recreation &
Culture

Assistant
Director –
Environment
&
Enforcement

Assistant
Director –
Planning

Assistant
Director –
Assets &
Compliance

Assistant
Director –
Housing
Services

Assistant
Director –
Economy and
Communities

Finance
Revs & Bens
Insurance
Customer
Services
Debt enforcement
(Sundry and RB)

Legal
Procurement
Internal Audit
Democratic
Services
Mayoralty & Civic
Matters
Elections
Communications

Transformation
IT
CPRB
Complaints &
Compliance
Risk &
Performance
Management

Health
Parks & Open
Spaces, including
Cemeteries
Leisure Contract
Management
Culture, Museum
& Arts
Events
Emergency
Planning

Neighbourhood
Services
Environmental Health,
Food Standards and
Licensing
Corporate Health &
Safety
Overall Depot
Management
Private Sector
Housing/Housing
Standards
Corporate Enforcement
Team [inc. fly tipping /
littering and Abandoned
Vehicles]

Planning Policy
Development
Control
Building Control
Environmental
Sustainability &
Climate
Land Charges

Corporate & HRA
Refurbishment,
Responsive
Repairs &
Maintenance
HRA Property
Acquisition
Operational Safety
& Compliance

Strategic Housing
Homelessness
Prevention
Housing
Management
Housing IT
Systems
Debt enforcement
(Rent)
HEART

Regeneration
Town Centres (to
include CCTV, Car
Parks and
Markets)
Economic
Development
Community
Development &
Cohesion
Equalities and
safeguarding
PinCH
Land and Property
PSPOS