

**BRISTOL CITY COUNCIL**

**HR COMMITTEE**

**1<sup>st</sup> JUNE 2012**

**Report of:** Strategic Director - Corporate Services

**Title:** Changes in Senior Management Establishment

**Ward:** N/A

**Officer Presenting Report:** Will Godfrey

**Contact Telephone Number:** 0117 922 2215

**RECOMMENDATION**

To note the creation of two second tier Service Director posts (one on a fixed term basis for 3 years) and the deletion of another fixed term Service Director post.

**Summary**

The following Service Director posts are to be created:

Service Director for Strategic Property (HAY O)  
Commercial Director for Bristol Energy (HAY O)

The following Fixed Term Director post has been deleted:

Place Making Director (HAY O)

**The significant issues in the report are:**

Cabinet previously approved proposals outlining a refocusing of property management on 26<sup>th</sup> January 2012.

Cabinet also approved Bristol's sign up to a three year £140 million investment programme focussing on energy efficient renewable energy.

It was a Cabinet decision to not to continue with funding for the Place Making Director into the 2012/3 budget year.

## **1. Policy**

**1.1** Managing Change is currently being applied to the review of Strategic Property and was applied in the deletion of the Place Making Director.

**1.2** The Council's Recruitment and Selection Policy also applies.

## **2. Consultation**

### **2.1 Internal**

In respect of Strategic Property, consultation has commenced and is on going with the Senior Leadership Team, Cabinet, Departmental Joint Consultative Committee, trade unions, managers and staff affected by the review.

In respect of Place Making, consultation was undertaken directly with the individual. No other staff were affected.

The Energy Management Investment Programme is a new initiative for the Council. Information has been shared on the Council's Source.

### **2.2 External**

Not applicable.

## **3. Context**

**3.1** The Strategic Property function will be responsible for property assets valued at circa £2 billion and cover nearly 40% of the City. Teams in Neighbourhoods and Corporate Services will be brought together to form the new Division.

**3.2** The Energy Investment Programme (ELENA) is a circa £2 million grant (subject to exchange rate fluctuations) which will provide additional staff resources and funding for consultancy to deliver an ambitious programme to implement energy efficient and renewable energy projects.

**3.3** The Place Making Director was on a 2 year fixed term contract ending in September 2012. As part of the budgetary proposals, Cabinet decided not to renew funding for 2012/3 financial year.

## **4. Proposal**

Not applicable.

## **5. Other Options Considered**

None

## **6. Risk Assessment**

**6.1** Already explored in Cabinet Reports. Risk of not creating these posts is that both programmes will fail.

## **7. Public Sector Equality Duties**

**7a)** Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:

- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
- ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to -
  - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
  - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
  - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –

- tackle prejudice; and
- promote understanding.

**7b)** An Equalities Impact Assessment for the creation of this post and the Division is not applicable.

An Equalities Impact Assessment will be applicable to the Managing Change exercise to form the new Division.

## **Legal and Resource Implications**

### **Legal**

The Report details the creation of two second tier posts. The Council is required to comply with the Managing Change Policy in relation to any existing employees who are affected by the creation of these new posts. The Council should also ensure that the use of a 3 year fixed term contract is objectively justified.

**(Legal advice from Husinara Jones for Head of Legal Services)**

### **Financial**

#### **(a) Revenue**

The projected savings (as referred to in the Cabinet Report) are anticipated to be £300k.

The creation of the Service Director post at Hay O will be a maximum of £89k based on current gradings. The combined cost of the two third tier service manager posts is £125k which will result in an on-going saving of £36k. Deletion of the Place Making Director will save £50k in 12/13.

Any redundancy costs will be funded from the Corporate reserve.

**(Advice from Stephen Skinner, Finance Business Partner Corporate Services)**

#### **(b) Capital**

Not applicable

### **Land**

Not applicable

**Personnel**  
As above

**Appendices: None**

**LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**  
**Background Papers:**

None