

NORTH LINCOLNSHIRE COUNCIL
SHAPING THE COUNCIL COMMITTEE

29 March, 2011

PRESENT:- Councillor Kirk in the chair.

Councillors L Foster, Davison and Swift.

The committee met at Pittwood House, Scunthorpe.

- 119 **SUBSTITUTIONS** - It was reported that there were no substitutions.
- 120 **DECLARATIONS OF PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS** - There were no declarations of personal or personal and prejudicial interests.
- 121 **MINUTES - Resolved** - That the minutes of the meeting of the committee held on 1 March 2011 be approved as a correct record.
- 122 **EXCLUSION OF THE PUBLIC - Resolved** - That the public be excluded from the meeting for consideration of the following items (minutes 123 and 124 refer) on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended).
- 123 **SHAPING FOR SUCCESS - CHILDREN AND YOUNG PEOPLE SERVICE (CYPS) SERVICE RESTRUCTURE** - The Director of Children's Services submitted a report proposing a Service Restructure that would develop the next phase in the "Shaping for the Success" transformation programme for the Children and Young People's Service.

Following a decision taken by this Committee on 19 June 2009 to create one post as Service Director Children's Services, the service had embarked on an ambitious transformational programme - "Shaping for Success" to create one council service for Children and Young People that delivered a number of key priorities as detailed in Paragraph 2.1 of the report. In addition, and in the response to the need to make in year funding in 2010/2011, savings of £280,000 were identified from the Senior Management Team of the service.

As part of the strategic budget exercise which had begun in July 2010, the transformation programme had been revised to ensure strength in the structure to withstand further funding reductions. In order to identify areas of potential savings within the programme a number of considerations had been made as detailed in paragraph 2.4 and a number of principles applied as detailed in paragraph 2.5. In addition, the commissioning/delivery mix as part of the vision for transformed service delivery had been determined as set out in paragraph 2.6.

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The report then considered the different elements of the service including localities and partnerships, learning and improvement, specialist services and resource services. The transformation proposals aimed to delete 328 posts which were equivalent to 277 full time equivalents, create 263 posts which were equivalent 248.5 full time equivalents. Of the above deletions 50 were vacant posts or 37.4 full time equivalents. The difference between deleted posts and new posts, after allowing for vacant posts, was 15. The overall effect on staff would depend on the post designation process and suitable redeployment.

Attached as appendices to the report were details of the proposals which were summarised in appendix 1, with appendix 2 showing the details of the deleted and created posts. A structure charts showing the various elements of the service was shown in appendix 3. It was proposed that the new structure would be in place on 1 June 2011.

Detailed consultations had taken place with all staff and the trade unions and the proposals would achieve an overall saving of £1.07 m .

Resolved - (a) That the Committee approves the deletion and creation of posts as outlined in the report and appendices and that the new structure be implemented with effect from 1 June 2011.

- 124 **APPOINTMENTS TO SECOND TIER POSTS** - The Chief Executive submitted a report which referred to minute 118 and updated the committee on appointments being made at the second tier in the new council structure.

16 of the 26 second tier posts had been filled by designation at the meeting held on 1 March 2011, and the remaining 10 posts were made available for expressions of interest from the 28 Senior Management Team Members who had not been designated. The report updated the committee on the outcome so far and the next steps regarding the 10 remaining posts.

The deadline for the receipt of expression of interests was set at 11 March and since that time several appointments had been made as detailed in paragraph 2.1. Two further posts could not be filled at this point in the review and these were detailed in paragraph 2.2 and the remaining 4 posts each had had more than one expression of interest and would be filled by competitive interview in due course. These were detailed in paragraph 2.3.

Resolved - That the report be noted.