

Restructure update for Overview and Scrutiny 23/07/2024



What remains in the Corporate Centre:



Enhanced
Accountability
Framework for
Corporate
Directors, inc
centralised single
Audit function

HR (corporate hub responsible for policy framework, standards, Corporate ER & tribunals)

Core Strategy,
Performance,
Analytics &
Transformation
specialists

Operational
Business
Support
Operational
Procurement

Strengthened
dedicated
Finance & via
central Business
Partnering
oversight

Single integrated
Corporate
Finance function
Strengthened
Corporate Grants
Team

Single Income Collection and Debt Management Town Hall FM
Customer
Services
External
Inclusion and
Cohesion
Inward
Investment

Strengthened dedicated HR operational via central Business Partnering oversight

Strengthened
Directorate
Policy, Strategy
and Business
Management
functions

Corporate Centre (CEO's Division and Resources Dept...

... Moves to Directorates





Current Structure (May 2024):

Head of Procurement



Current Structure (May 2024)

Current Structure (May 2024)					
CEO	CD Resources + S151 Officer + Deputy CEO	Interim CD Housing & Regeneration	CD Communities	CD Health & Adult Social Care	CD Children's Services
Int Dir of Strategy, Imp & Transformation	Director Finance	Director of Housing	Director of Public Realm	Director of Adult Social Care	Director of Supporting Families
Director of Marketing & Communications	Director of Workforce, OD & Business Support	Dir of Integrated Growth & Economic Dev	Director of Culture	Director of Public Health	Director of Education
Interim Director of Legal	Director of IT	Director of Planning & Building Control	Director of Community Safety	Joint Dir of Integrated Commissioning	Director of Youth & Commissioning
Head of Mayor's Office	Director of Customer Services	Director of Property & Major Programmes	Improves alignment with strategic priorities and reduces reliance on temporary leadership,		
	Head of Revenues and Benefits	Director of Neighbourhoods			

Director of Housing

Asset Management

fostering stability and long-term vision.

Phase 2 Structure:

(Deputy 151)

Director of Housing

Options and

Homelessness (service moved to Resources

on temp basis)



New Structure (September 2024) CD Resources (S151 CD Children's Services CEO **CD Housing and** CD Health & Adult **CD Communities** Officer+ Deputy CEO) (HOPS) Regeneration (CDS) Social Care (DAS) Programme Director Director of Supporting Director of Communities Director of Housing Director of Adult Social Mayoral Projects Director of Public Realm Families (Children's and Inclusive Growth Management Care (temporary) Social Care) Director of Regeneration Director of Legal and D Comms & D SIT Director of Public Health Director of Culture Housing Supply and Democratic Services Director of Education (Working towards Assistant (Monitoring Officer) Assets CEO post in 2025) Director of Community Joint Dir of Integrated Director of Young Tower Director Corporate Director of Housing Safety Commissioning Hamlets Services Strategy and Policy (post under review) Director of Planning & Director of Finance **Building Control**

Optimises the corporate centre and addresses challenges in Housing and Regeneration to ensure we can deliver the Council's ambitious strategic objectives.

Services in Resources Directorate: (September 2024)



Deputy CEO and CD Resources

Director of Finance (Deputy S151) **Abdulrazak Kassim**

Director of Corporate Services

Director of Legal and Democratic Services

(Monitoring Officer function continues to report to CEO)

Director of Communities and **Inclusive Growth**

Services included:

- Finance
- Pensions
- Payroll
- Procurement
- Strengthened Grants function
- Revs & Bens
- Rental Income and corporate Debt collection
- Insurance

Services included:

- Smaller, central HR function
- Strategic business partners
- · Corporate Equalities & Diversity
- Smaller OD policy function
- IT

Services included:

- Legal
- **Democratic Services** (inc. scrutiny & elections)
- Registrars
- Legal Compliance (information governance, ombudsman, complaints & procurement regulations Investigation

Services included:

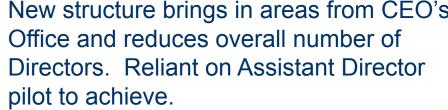
- Mayor's Office
- **Customer Services**
- FM and Resident Hubs
- Inward investment
- External Cohesion & Equality

Chief Internal Auditor(continues to report to S151)

Director of Housing Options and Homelessness

(reporting to S151 on a temporary basis)

New structure brings in areas from CEO's Office and reduces overall number of Directors. Reliant on Assistant Director pilot to achieve.







Services in Housing and Regen Directorate: (September 2024) TOWER HAMLETS

Corporate Director Housing and Regeneration

Director of Housing Management (Tracey Gray, interim)

Services included:

- Housing Asset management and compliance
- Housing Repairs
- **Environmental Services**
- Housing Management customer services
- Leasehold services
- Community partnerships
- · Neighbourhoods and rents

Director of Housing Options and Homelessness (moved to Resources on temporary basis)

Services included:

- Housing Options and homelessness (moved to Resources on temporary basis)
- Housing management and procurement

Director of Regeneration, Housing **Supply and Assets** (Dave Hughes, Interim

Services included:

- Regeneration
- Housing Supply
- · Capital Delivery
- Asset management
- Facilities Management

Director of Housing Strategy, Policy & **Regulatory Assurance** (Karen Swift)

Services included:

- Regulatory assurance
- Energy and sustainability
- Housing Policy and Strategy

Director of Planning and Building Control (Sripriya Sudhakar)

Services included:

- Planning
- **Building Control**

Strengthened preparedness for new Strategic Objectives

regulatory regime and alignment with



CEO's Office, Children's Services, HASC and Communities



- The Mayor's Office, Legal and Democratic Services, Scrutiny, Grants and Equalities teams will move from the CEO's Office to Resources by September
- Wider changes to the CEO's Office and SPI teams are dependent on the SIT review being led by DCEO

There are limited changes to Children's Services, Communities and HASC to report at this stage:

- Interim Director for Youth is in post to provide senior support for Youth Service launch while new Corporate Director reviews the structure
- New services will join the Communities Directorate:
 - Relocation of the Town Centre Team from GED (Housing and Regen) into Highways Team (Public Realm)
 - Relocation of Idea Stores from Resources (Customer Services) into Culture division
- There are no service level changes to HASC for September, the new Corporate Director will review when in post



Timeline and next steps



- May 2024: High level proposal shared at HR Committee
- May- June 2024: Initial engagement with teams and detailed planning to move to new structure
- July 2024: CEO update at All Staff Conference
- July 2024: Update at OSC
- July 2024: CELT Away Day focused on Restructure
- August 2024: Cabinet Away Day focused on Restructure
- September 2024: New Structure locations in place

Corporate Directors are moving their Directorate restructures forward within this high-level corporate timetable

