

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):



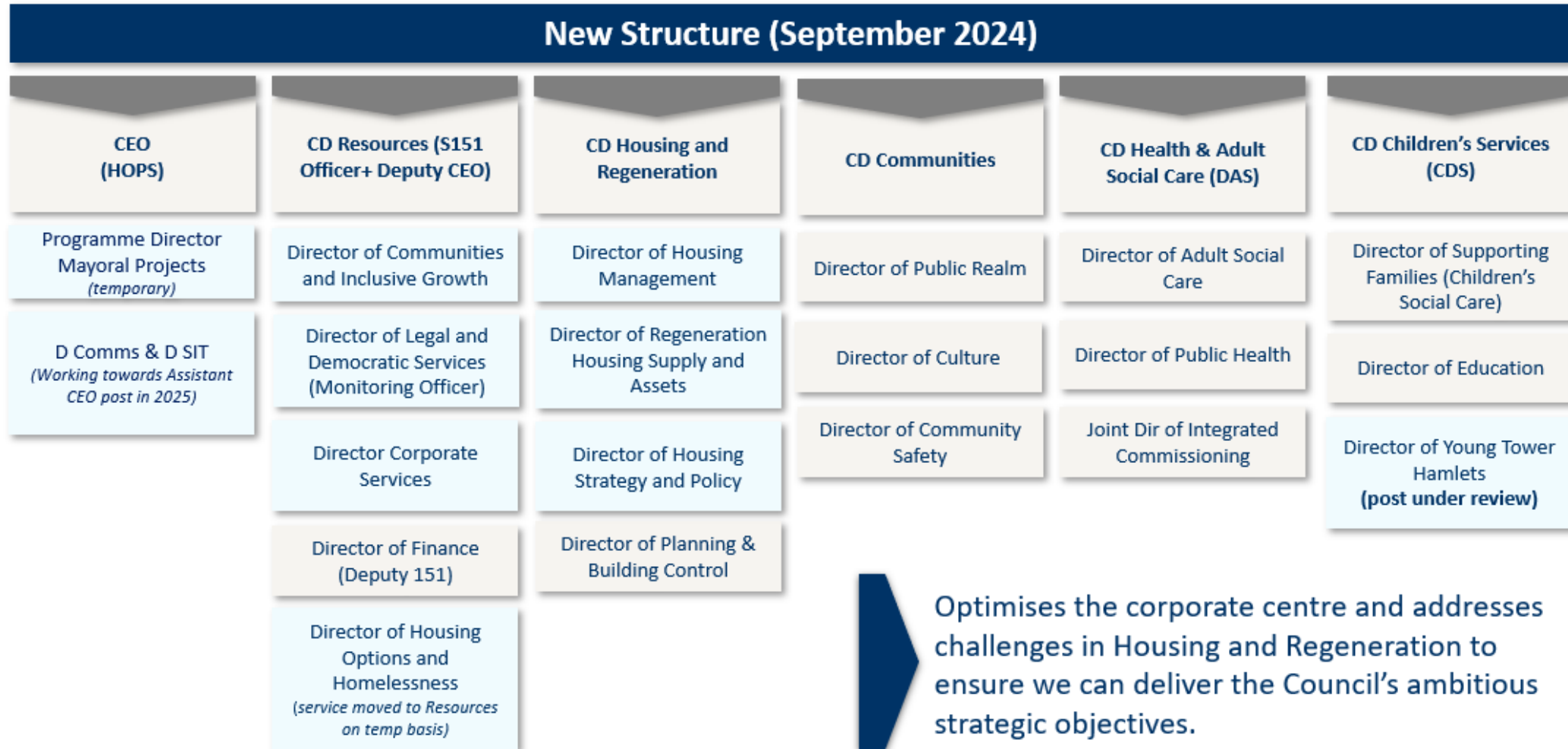
Current Structure (May 2024)



Improves alignment with strategic priorities and reduces reliance on temporary leadership, fostering stability and long-term vision.



Phase 2 Structure:



Services in Resources Directorate: (September 2024)



Deputy CEO and CD Resources



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)



Corporate Director Housing and Regeneration

| Director of Housing Management (Tracey Gray, interim) | Director of Housing Options and Homelessness (moved to Resources on temporary basis) | Director of Regeneration, Housing Supply and Assets (Dave Hughes, Interim) | Director of Housing Strategy, Policy & Regulatory Assurance (Karen Swift) | Director of Planning and Building Control (Sripriya Sudhakar) |
|---|--|--|---|--|
| <p>Services included:</p> <ul style="list-style-type: none">• Housing Asset management and compliance• Housing Repairs• Environmental Services• Housing Management customer services• Leasehold services• Community partnerships• Neighbourhoods and rents | <p>Services included:</p> <ul style="list-style-type: none">• Housing Options and homelessness (moved to Resources on temporary basis)• Housing management and procurement | <p>Services included:</p> <ul style="list-style-type: none">• Regeneration• Housing Supply• Capital Delivery• Asset management• Facilities Management | <p>Services included:</p> <ul style="list-style-type: none">• Regulatory assurance• Energy and sustainability• Housing Policy and Strategy | <p>Services included:</p> <ul style="list-style-type: none">• Planning• Building Control |

Strengthened preparedness for new regulatory regime and alignment with Strategic Objectives



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

