

# Gloucester City Council

## INDIVIDUAL OFFICER DECISION DECISION RECORD FORM

<b>Date of Decision</b>	15 May 2023
<b>Subject</b>	Senior Management Structure
<b>Wards affected</b>	All Wards
<b>Officer taking decision</b>	Jon McGinty, Managing Director

### Decision taken

Following a period of formal consultation with staff and trades unions on a proposal for a new Senior Management structure, to implement the final structure determined.

### Delegated power used

Under part 3D of the City Council constitution (officer non-executive functions), the Managing Director is empowered to approve reorganisation of functions and restructuring of staff within service areas and the transfer of staff and functions between service areas.

### Reason for decision

The structure proposed is a restructuring of the Senior Management Team and some other consequent changes following:

- the recent retirement of the Chief Finance Officer,
- the transfer in of IT functions from Civica into the Council in November 2022,
- reviewing the unfilled position of Transformation & Commercialisation Manager and
- addressing comments in the final report from the Local Government Association Corporate Peer Challenge that took place in November 2022 on senior management capacity.

This decision relates to the implementation of a new structure following a formal consultation involving all staff and the trade unions. These consultations included a consultation document, staff briefing, and feedback to questions raised. Having carefully considered all of the responses from the consultation process and made amendments to the proposed structure in light of these, the decision taken is to proceed to implement a new structure.

### Alternative options considered

These were considered as part of the consultation.

**Consultation Undertaken and Results of Consultation**

Consultation has been in the form of a consultation to all staff and trades unions, one to one meetings, staff briefings, and briefings of Cabinet Members and Group Leaders. A summary of key consultation points raised, and the Head of Paid Service's response to these, is published as an appendix to the final proposal report.

**People Impact Assessment (PIA)**

Screening Stage completed: No

Full PIA required, completed and attached: No

**Any Conflicts of Interest**

None

**Declarations of Interest (including any dispensations granted):**

None

**Background documents:**

Consultation Document

Response to Consultation Document

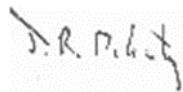
**Confidential or Exempt Information:** No

**Name of document(s) which are confidential or exempt Final Report:**

N/A

**Decision Maker:**

**Date:** 15 May 2023



Jon McGinty, Managing Director