

**Report of: Head of Law and Governance/Monitoring Officer**

**To: Council**

**Date: 23<sup>rd</sup> April 2012**

**Subject: SENIOR MANAGEMENT RESTRUCTURES - DELEGATION**

## **Summary and Recommendations**

**Purpose of report:** To propose an amendment to the constitution that would have the effect of granting the Chief Executive authority to implement organisational changes at senior levels of the Council.

**Policy Framework:** not applicable

**Report approved by: Leader of Council  
Finance**

**Recommendation(s):** That the constitutional provisions proposed at Paragraph 4 of this report be adopted with immediate effect and that the Monitoring Officer be authorised to amend the Constitution accordingly.

## **Introduction**

1. The Chief Executive is the Head of Paid Service and is responsible on behalf of Council for the organisation of the council's staff and how the Council co-ordinates its work and carries out its functions.
2. Council has given delegated authority for staffing matters below the Head of Service level to the Heads of Service, but has reserved the appointment of Heads of Service and Directors to the Appointments Committee, which is a politically balanced Committee of Council. The Appointments Committee also determines the pay of the Chief Executive and the Directors. Council has reserved to itself the appointment of the Chief Executive and the designation of the Statutory Officers. This report does not propose any changes to these arrangements.
3. The proposed amendment aims to clarify the extent of the Chief Executive's delegated powers in relation to the senior management roles within the organisation of Directorates and Service Areas in order

to fulfil the overall responsibility of maintaining an effective structure to deliver the Council's objectives.

Proposed Constitutional Provisions

4. It is proposed that the following amendments are made to the Constitution:
- a) That the Chief Executive should have the delegated authority to amend the senior management structure of the Council (which consists, at present, of Directors and Heads of Service) in order to deliver the Council's objectives in the most effective and efficient manner, subject to the following conditions –
    - i That the Chief Executive shall consult with all political group leaders prior to the implementation of any changes;
    - ii That no changes may be implemented which results in an increase in the overall number of senior management posts or an increase in the overall salary costs of senior management;
    - iii That the Chief Executive will maintain on the Council's website an up to date senior management structure chart showing post titles and the broad functional responsibilities of each post.
  - b) That the references to the senior management structure throughout the Constitution shall be a reference to the structure chart published by the Chief Executive under 4 (a) (iii) above.

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