

REPORT TO: Executive Board

DATE: 9 September 2009

REPORTING OFFICER: Chief Executive

SUBJECT: Halton Efficiency Programme
– Decisions and Implementation

1.0 PURPOSE OF THE REPORT:

The first wave of Efficiency Programme workstreams are currently entering implementation stage. This is likely to require that structures within affected areas are amended, resulting in the deletion and creation of posts on the establishment to adopt a more efficient organisational design.

It is imperative that, after consultation, in the event of a need being identified for changes to staffing structures these changes are made as quickly as possible in order that new structures can be implemented to achieve enhanced economy, efficiency and effectiveness in provision of public services. The proposal is that changes are made to take effect from 1st April 2010, thus securing targeted efficiency savings and related service changes and improvements. The changes will bear on:-

- Management Structures
- Transactional Support Services
- Non-Transactional Support Services
- Green (now – Open) Spaces Service
- Property Services

This report seeks approval from the Executive Board to grant delegated authority to the Chief Executive, in consultation with the Leader of the Council and the Portfolio Holder for Corporate Services, to amend and approve organisational structures, make changes in conditions of service, take decisions on redundancy and other arrangements for termination of employment, and such other decisions as may be necessary to carry through and implement the Efficiency Programme.

This will ensure that momentum is maintained within the programme, and that service improvement and savings can be secured at the earliest opportunity.

2.0 RECOMMENDATION: That

The Chief Executive, in consultation with the Leader of the Council and the Portfolio Holder for Corporate Services be authorised to: amend and approve organisational structures, make changes in conditions of service, take decisions on redundancy and other arrangements for termination of employment, and

take such other decisions as may be necessary to carry through and implement the Efficiency Programme.

3.0 SUPPORTING INFORMATION:

None

4.0 POLICY IMPLICATIONS

None identified at this stage.

5.0 OTHER IMPLICATIONS

None

6.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES

The Efficiency Programme is designed to improve economy, efficiency, and effectiveness of services across the authority and reduce costs associated with service delivery. This affects all of the Council's priorities.

7.0 RISK ANALYSIS

Failure to maintain momentum within the Efficiency Programme may result in some of the objectives of the programme not being met. This may delay the implementation of the required organisational change and the financial security required to enable the Council to face future challenges.

8.0 EQUALITY AND DIVERSITY ISSUES

N/A

9.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

N/A