



REPORT OF CABINET

Full Council: 23 NOVEMBER 2022

TARGET OPERATING MODEL

At its meeting on 9 November, Cabinet received a report on the Target Operating Model (attached). This put forward proposals for a realignment and consolidation of the Council's organisational structure to reduce the number of separate and distinct Departments, to coordinate complementary services with clear synergies, to enable effective delivery of the Council's key priorities as well as build on the changes and learning from responding to the Covid-19 pandemic and create a modern, dynamic and flexible organisation to meet the challenges of the future.

This will be coupled with a corresponding realignment of responsibilities of the current Senior Leadership Team within a revised Senior Leadership structure which ensures resilience and maintains senior level capacity to support elected members, and to lead and deliver our key strategic priorities. This is set against the backdrop of very tight and challenging financial circumstances, in the short to medium term.

RECOMMENDATION:

That Council agrees that the implementation of the new structure is led by the Chief Executive and dealt with under the agreed process set out in the report to Cabinet, and that delegated authority is given to the Chief Executive to undertake a competitive interview process for internal candidates all of whom will have previously been appointed by the appointments panel, and that a recommendation is made to the Appointments Sub-Committee for ratification.