



EXECUTIVE

BURNLEY TOWN HALL

Monday, 21st November 2016 at 6.30 pm

PRESENT

MEMBERS

Councillors Mark Townsend (in the Chair), Bea Foster, Sue Graham, John Harbour, Wajid Khan and Lian Pate.

OFFICERS

Pam Smith	-	Chief Executive
Kate Ingram	-	Head of Regeneration and Planning Policy
Heather Brennan	-	Head of People and Development
Eric Dickinson	-	Democracy Officer

62. Minutes

The Minutes of the Meeting held on the 1st November 2016 were confirmed as a correct record and signed by the Chair.

63. Minutes of Individual Decisions

The Minutes of the following individual decisions made since the last meeting were noted;

Minute 4 - Green Spaces Staff Structure

64. Additional Item of Business and Order of the Agenda

Purpose To consider a report seeking a contribution to support an application for Growth Deal funding.

Reason for Decision The reason for urgency is to progress the project in a timely manner.

Decision In accordance with the provisions of Section 100 (B) (4) (b) of the Local Government Act 1972 the Chair decided that the item should be considered in view of the special circumstances outlined and that it should be considered as a Private item immediately after Item 9 on the agenda.

65. Previous Express Delegations

- Purpose** To seek approval for delegations previously afforded to the Director of Resources via the decisions of either the Executive or an Individual Member Decision (“Express Delegations”) to be exercised in her absence by appropriate Officers.
- Reason for Decision** To enable previously delegated decisions to the Director of Resources to be exercised by the appropriate Officer.
- Decision** That Express Delegations previously delegated to the Director of Resources be exercised in her absence by the appropriate Officer, as outlined in Paragraph 5 of the report.

66. Exclusion of the Public

- Purpose** To consider when it may be relevant to exclude the public from the meeting, and clarify the order of the agenda.
- Reason for Decision** Minute Numbers 67 and 68 contains exempt information relating to the financial or business affairs of any particular person (including the authority holding that information).
- Decision** That the public be excluded from the meeting before discussion takes place on the items relating to Minutes 67 and 68 since in view of the nature of the business to be transacted, if the public were present there would be a disclosure to them of exempt information within the meaning of Part VA of the Local Government Act 1972.

67. Organisation Review

- Purpose** To seek approval to implement a new organisational operating model and structure as part of the Council’s need to reshape itself to meet future challenges, in the context of reducing budgets
- Reason for Decision** The Council’s Medium-Term Financial Strategy (MTFS) approved in July 2016 sets out the financial forecast for 2017-2020. The forecast identifies a cumulative significant gap of £4 million. The headline reduction over the two financial years 2017/18 and 2018/19 is a cumulative budget gap of £3.2m.
- The MTFS includes strategic themes of service transformation and digitisation, empowerment, customer needs and priorities, and commercial risk appetite. It notes the requirement to develop an autonomous structure and flexible scheme of delegation to support a one team approach. It recommends the organisational structure and services be redesigned to encourage greater self-reliance by those who work on the frontline and agility to support the business partnering model and

challenges that lie ahead.

The Council's workforce has further reduced from 344 FTE in March 2015 to 220 FTE currently as a result of the strategic partnership with Liberata with additional reductions planned for March 2017. It is important the Council has the leadership capacity and structure to ensure it is well managed and can meet the considerable challenges ahead. The reduction in size of the organisation and the need to make further budget reductions of around 26% means consideration should be given to further costs being taken out of the senior management structure.

- Decision
- (1) That the proposed operating model be approved as detailed in Appendix 1 to be implemented by April 2017 and that the Chief Executive be delegated any resulting adjustments to job roles and/or post designations which are required; and
 - (2) That the changes be confirmed to the posts as set out in Paragraph 8 of the report to the Council's senior management establishment, and to the revision of the Chief Officer pay Policy as set out in Paragraphs 19 and 20 of the report.

68. Contribution to support application for Growth Deal Funding
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Purpose To seek a contribution to support an application for Growth Deal funding

Reason for Decision The proposal will contribute to delivering the Council's strategic objectives on Place and Prosperity.

- Decision
- (1) That the contribution be approved as outlined in paragraph 9 in this report; and
 - (2) That authority be delegated to the Director of Community Services in consultation with the Leader to agree terms in accordance with paragraph 10 of this report.