

**REPORT TO THE MEETING OF THE EXECUTIVE 16 JULY 2014****PORTFOLIO: FINANCE****REPORT FROM CHIEF EXECUTIVE****SUBJECT: SUPPORT FOR ORGANISATIONAL REDESIGN,  
EXCEPTION FROM COMPETITIVE TENDERING REQUIREMENTS****1 DECISION BEING RECOMMENDED**

- 1.1 That the Council appoints the East of England Local Government Association (EELGA) to support the organisational redesign under 2.3.1, exceptions from competitive tendering.
- 1.2 That the decision is urgent and not subject to call-in/referral to ensure the process gets underway as soon as possible and to facilitate good planning minimise any risk to the Council.

**2 REASON/S FOR RECOMMENDATION**

- 2.1 One of the Chief Executive's key objectives for 2014/15 is to redesign the shape of the staffing structure of the Council with a focus on the management tiers. In order to meet the timescales identified for this there is an urgent need to appoint independent support to advise at the key stages and minimise any risk to the Council.
- 2.2 The appointment will ensure a well managed restructure process, compliant with all statutory and other requirements, and a process that those affected will have trust and confidence in and which is open and transparent.
- 2.4 The proposal is thought to offer good value for money compared with other providers in the market and it is considered that there would be no added benefit in going through a competitive tendering exercise for the following reasons:
  - The EELGA has good relationships with Unison regionally.
  - The EELGA has supported Chief Executives and Leaders in several councils within the region and will have information relating to pay benchmarking, what is happening in the region and nationally, which will enable them to act as a critical friend and challenge initial proposals.
  - It will allow the process to get underway as soon as possible, which is key to ensuring good planning and thus managing any potential risks.

**3 SALIENT INFORMATION**

- 3.1 Given the need to progress with the redesign to tight timescales it is proposed to use the EELGA as they have already provided some strategic HR advice as part of the core service to the Council and have the knowledge of the current situation and timescales proposed.

**4 ALTERNATIVE OPTIONS CONSIDERED**

- 4.1 Knowledge of the market suggests this is good value for money and enables the organisation to move forward at the earliest opportunity.

**5 RISK IMPLICATIONS**

- 5.1 Obtaining independent advice will reduce the risks to the Council and support a well managed restructure process. There are risks associated with not complying with all statutory requirements and the process needs to be open and transparent.

**6 RESOURCE IMPLICATIONS**

- 6.1 The value of the contract would be £38,125 for 61 days support, funded by existing salary savings. Based on knowledge of the market, this is deemed to be good value for the level of support specified.

**7 LEGAL IMPLICATIONS**

- 7.1 Any redesign which affects individual employees will have statutory requirements that will have to be met.

**8 EQUALITY AND DIVERSITY IMPLICATIONS**

- 8.1 There may be equality issues that will have to be managed through the process and the external advice and support will be key to ensuring these are fully considered.

I confirm that the above recommendation does not depart from Council policy and that appropriate consideration has been given to any budgetary and legal implications.

The decision should be taken as a matter of urgency and not subject to call-in/referral to ensure the process gets underway as soon as possible and minimise any risk to the Council.



SMT Lead Officer Signature: \_\_\_\_\_

**Chief Executive**

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**Background Papers:-**

None.

For further information please contact Claudia McClellan on 01702 318161:-

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