

MINUTES OF MEETING OF THE SPECIAL CORPORATE SERVICES COMMITTEE OF DUNGANNON AND SOUTH TYRONE BOROUGH COUNCIL HELD ON WEDNESDAY, 9 APRIL 2008 IN THE COUNCIL OFFICES, CIRCULAR ROAD, DUNGANNON

MEMBERS PRESENT: In the chair, Councillor Gildernew (Chairman)
Councillors R Burton (7.37 pm), Cuddy, Currie (7.37 pm), Daly (7.37 pm), Monteith, Morrow and Mulligan,

IN ATTENDANCE Councillor Cavanagh

OFFICERS PRESENT: Messrs Burke, Currie, Frazer and Mrs Hobson

IN ATTENDANCE: Mr Dolan Laverty, FGS McClure Watters

The meeting started at 7.30 pm.

1. CONSIDERATION OF RECOMMENDATIONS FROM CONSULTANTS FGS MCCLURE WATTERS ON REVIEW OF REPORTING STRUCTURES

FGS McClure Watters detailed report dated January 2008 had been circulated to councillors.

Mr Laverty gave a synopsis of why FGS McClure Watters were commissioned, method of consultation, summarised the units which were reviewed and outlined options.

Development: General feeling that this Division was too big therefore lack of clarity, at management level confusion of who reports to whom and views not properly steered.

Councillors R Burton, Currie and Daly, entered the meeting at 7.37 pm.

To address current reporting arrangements recommended as an interim measure 4 posts reporting directly to the Director with an eventual split into 2 areas and in a wider structure review for the whole Council relocate Amenities to Technical Services; Enterprise and Grants Officer, Policy Officer and PR from the Chief Executive's Office to Development.

Council Business Unit: Issues how servicing members. Conflict of opinion on workload. Clarification on members' requirements is needed. Chief Executive's role is being undermined with line management removing his effectiveness to be strategic. Would fit better in another division where there is more admin type work. Clarity of people's role needs defined and proper line management.

Chief Executive's Office: Chief Executive needs to concentrate on being a Chief Executive and not tied down line managing. Recommend realignment of Enterprise and Grants Officer, Policy Officer and PR Officer to Development.

Refuse/Street Cleansing Supervisor: Supervisor currently managing over 70 employees and requires assistance of 2 foremen.

Conclusion: RPA announcement may put a different light on way forward and people don't act well to change which impacts on delivery of services. However, a lot of references to posts is weakness in management of the issues which should be dealt with at management level.

During discussion the following comments were noted:

A lot of weaknesses highlighted were put in place 2 – 3 years ago to prepare the Council for RPA but it hasn't worked. People are not following structures and reporting to correct person as outlined in their job specification. Reporting structures are easily remedied but need clarity. Roles need defined and management should be dealing with this.

New roles will have a job evaluation exercise carried out.

Need management system sorted first and performance from employees. Utilise the Performance Management post.

Several posts could be done without.

SMT need to look at the serious problems identified in the report and deal with them as it does not pay to be inefficient.

Decision will impact on the rest of the organisation and there is a danger if taken in isolation. There are different issues in different departments, need to address these in new dispensation of other 2 Councils. Restructuring is unsettling to staff and generally brings additional staff and increased pay. There needs to be flexibility among staff.

Councillor Currie left the meeting at 8.18 pm.

Economic Development should be in Development Department

Mr Dolan left the meeting at 8.20 pm

The Acting Chief Executive advised that consultants had been brought in to bring objectivity and impartiality, the 2005 structures were never effective and SMT had discussed the findings of the Consultants report prior to and after the RPA announcement and considered effect on staff, comments from staff, benefits of changes over the next 3 years and recommended the following:

Development - 4 officers report directly to the Director and look at realignment of services to these posts. A management system needs to be put in place to address the structures. Duties and responsibilities of posts need looked at and managed to make us fit for purpose.

Technical Services – recommendations already accepted at the last Corporate Services Committee – accept additional support for Street Cleansing Supervisor.

Chief Executive's Office/Council Business Unit – let it sit as at present.

Councillor Daly left the meeting at 8.30 pm

The Director of Environmental Health felt that an overall review with a slim line structure would improve accountability. Members advised their vision would be to have 3 Directors, each one leading up the 3 main Committees whose remit may change and agreed that SMT should work towards this. The major issue is management and SMT need to come up with ideas and deliver on same and should put together programmes that can be monitored.

Head of Human Resources advised that over the next 12 – 18 months there could be a lot of changes, will be natural wastage with employees availing of any packages and management structures may change. When posts become vacant a review needs to be carried out if the position is needed or is there a better fit.

Members highlighted that on the issue of RPA all councillors need a united front as regards Dungannon and South Tyrone Borough Council.

Proposed by Councillor Mulligan
Seconded by Councillor Morrow and

Resolved that it be recommended to Council that SMT recommendations be accepted - Technical Services recommendation has already being approved at the last Corporate Services Committee meeting; within Development 4 posts report directly to the Director of Development ie Recreation, Good Relations, Community Development and Tourism/Amenities; all else remains as it is. Management issues are also to be dealt with.

It was agreed that SMT look at a more streamline structure themselves without the need for consultants and periodically a report to be provided to Councillors on how the various criticisms and points highlighted in the Consultants report are been actioned, improved and measured over the next months.

2. DURATION OF MEETING

The meeting was called for 7.30 pm and ended at 9 pm.

MAYOR _____

CHIEF EXECUTIVE _____
(Acting)