

APPENDIX 2: SENIOR MANAGEMENT STRUCTURE

REASONS FOR CHANGE TO THE STRUCTURE PRESENTED TO COUNCIL IN APRIL 2022

In April 2022 the Council confirmed that the Chief Executive would begin consultation on a senior management structure aimed to provide a standalone council. This followed the decision to exit the Joint Management Team Agreement with East Hampshire District Council.

The new structure is set out at Appendix 1 to this report. The key changes to the structure are set out in this Appendix 2.

Each of the Executive Head roles are linked below to delivery of the Corporate Strategy, demonstrating what role they will each fulfil individually and strategically as part of the Management Team.

Executive Head of Coastal Partnerships

Corporate Strategy theme: *A revitalised borough with infrastructure that meets our ambitions*
An environmentally aware and cleaner borough
A responsive and commercial council

There are no changes to this role. The Head of Coastal Partnerships is confirmed into this role now as a Chief Officer to the Council and a member of the Management Team providing guidance on the development of the organisation. The Executive Head leads an exemplar model of service delivery that supports the provision of services in partnership with other Councils. The importance of this service is growing nationally and internationally.

Corporate objectives:

Progression of a flood and coastal strategy is the key objective delivered by this Executive Head. Through this strategy the Council will ensure that it will meet future coastal erosion risk and protect some of the more important land assets within the Havant area. This will protect important areas such as the SSI area on Hayling Island and the coastal defences at Langstone. The Executive Head also leads a growing team responsible for coastal management providing an exemplar model of partnership working to other Councils

The Chief Executive has asked the Executive Head to play a key role in supporting the internal transformation of services. The Executive Head understands the need for responsive service delivery and drives transformation of process to achieve that.

Executive Head of Internal Services:

Corporate Strategy theme: 'A responsive and commercial council'

No significant changes to this role other than to bring facilities management into the team and to clarify the role of the Chief HR officer.

The Chief HR officer fulfils an important role support the statutory responsibility of the Head of Paid Service (Chief Executive). For this reason the Chief HR Officer is now included within the team entitled 'statutory officers' with a direct reporting line to the Chief Executive.

Corporate objectives:

The Executive Head of Internal Services will meet the Council's objectives to reduce the future financial challenges of the Council, to become a paperless council, to move to a system of direct debits and support the Management Team to deliver a transformation programme for the Council. The team works with the Budget Working Group, the portfolio holder for Finance and the Cabinet to monitor progress against these objectives.

In addition, the Executive Head of Internal Services will work with the Management Team to streamline those services delivering Council services to residents and businesses. Statutory officers are tasked with a review of the Constitution to empower officers within the corporate governance framework, enabling a more responsive Council.

Executive Head of Commercial Services

Corporate Strategy themes:

- A responsive and commercial council*
- A revitalised borough with infrastructure that meets our ambitions*
- A thriving local economy*

Responsibility for the asset register and management of the Councils property and estates now come within the remit of the Executive Head of Commercial. This will allow the Executive Head to consider and recommend commercial opportunities to Cabinet making best use of the Councils assets. The Executive Head of Commercial Services will help to transform the Council by seeking income generating opportunities and work with key stakeholders to maximise those opportunities. This role will also hold responsibility for innovative thinking by embracing good practice and using the Council's strategic commissioning function to ensure the Council always obtains the best value for services it secures externally.

Corporate objectives:

Working across the Management Team, the Executive Head of Commercial will engage with landowners, occupiers and potential investors to secure business and employment growth in the Borough, consider long term planning for the Leisure Centre, develop an asset management strategy and review our use of community buildings.

Leigh Park, Waterlooville and Hayling Island to combat issues particular to their area.

- (3) Housing will work with the DLUHC to create a housing team for the future which recognises the huge pressure on housing within the Havant area. Positive measure will be taken to tackle homelessness and better use made of assets to provide more affordable housing.
- (4) All services take a more partnership approach and engage with our key partners to create multi-disciplinary teams

Corporate objectives

This team will lead community relations, working with stakeholders, residents groups, businesses, leisure providers, health, Police, Fire and other authorities to improve the amenity of the area. The team will seek investment for the local play parks and open spaces, defend land from unauthorised traveller incursions, create well-being parking permits, engage on the new Skills and Innovation Centre, engage on the creation of the Freeport, deliver on the key priorities in our Regeneration and Engagement Strategy, work with social housing providers to alleviate our affordable housing problems and seek to make best use of our assets through a housing company or joint venture. Targeted work will take place around the town centre, Waterlooville, Leigh Park and Hayling Island.

Executive Head of Place

Corporate Strategy themes:

- An environmentally aware and cleaner Borough*
- A safe environment, healthier and more active residents*
- A thriving Borough economy*
- A quality home for all*

In line with the Community Relations role, there were also significant changes to this role. This new Executive Team brings together the statutory services of the Council who share a regulatory function. These professional services are provided direct to the public in support of the Council's strategic objectives, however they are also subject to regulatory requirements and its officers subject to national professional conduct rules, which require a level of impartiality in service delivery.

Corporate objectives:

This team will begin an important year focusing on the development of the new Local Plan which offers an opportunity to address and encompass many of the Corporate Strategy objectives into the Plan. This team will also support the delivery of the Climate Change Strategy and Environmental Action Plan. Providing clear and impartial advice on how the Council can meet its objectives will be key to successful delivery of a quality home for all and a thriving Borough economy.