

22.4 ORGANISATION REVIEW AND PROPOSED RESTRUCTURE**Record Number:** D22/55193**Author:** Chief Executive Officer**Attachments:** 1. **Current Organisation Structure - December 2022** [↓](#) **RECOMMENDATION**

“that Council, having considered Item 22.4 – *Organisation Review and Proposed Restructure* , dated 19 December 2022, receives and notes the report and in doing so acknowledges:-

- 1. the presentation by the Chief Executive Officer into the Organisation Review and Proposed Restructure delivered at the meeting in confidential session; and**
- 2. resourcing projections foreshadowed in the forthcoming financial year, additional to those projections set aside within the 2022/2023-2032/2033 Long Term Financial Plan, and instructs the Chief Executive Officer to include same in the draft 2023/2024 Annual Business Plan and Budget papers for Council Member deliberations and prior to budget adoption.”**

Purpose

The purpose of this report is to advise Council Members on the status of the Chief Executive Officer’s (CEO) Organisation Review and Proposed Restructure and, having done so, obtain in-principle support to make provision in draft budget papers the necessary resourcing projections for the 2023/2024 financial year.

Background

Section 99(2)(a) of the Local Government Act 1999 states that “...the Chief Executive Officer must consult with the council (to a reasonable degree) when determining, or changing to a significant degree the organisational structure for the staff of the council.”

Against this backdrop and with a number of new Members now on Council, the CEO intends to brief the Chamber, in confidence, on the various elements associated with the Organisation Review and Proposed Restructure. While Council Members were provided with a confidential briefing at the CEO’s Annual Performance Review meeting held on 8 June 2022, it is timely to revisit that discussion and ahead of the CEO formally commencing staff consultation in January 2023.

Discussion

Provided for as **Attachment 1** is a copy of the current Organisational Structure for Council Members' interest. The structure has long held Council is good stead with four (4) primary platforms in place and reporting directly to the CEO, namely :-

- Governance
- Finance
- Development
- Infrastructure

The CEO's Executive Management Team (EMT) have remained steadfast servants of this Council and provided exceptional support to the CEO for a considerable period of time. The CEO does not intend to dismantle a reporting structure or a team that has delivered and will continue to deliver results of our community. Indeed, this organisation review and proposed restructure is predicated on a no redundancy mandate for all staff.

In the interests, however, of refining structural elements and obtaining greater alignment of certain disciplines, the CEO is committed to a reorganised EMT with key facets of the proposed restructure including:-

- retitling of General Manager positions to Director positions
- corporatising the structure, abolishing the Governance and Executive Office department and Finance and Business department and, in their place, creating a new Corporate Services department and pure Finance department
- aligning disciplines so as to achieve better synergies within departments

The CEO intends taking Members through a PowerPoint presentation at the meeting where much of the above will be detailed in greater depth.

Conclusion

As a council undergoing significant evolution, it is prudent to continue casting a discerning lens over the organisation and that is precisely what this exercise has achieved. With the full support of the CEO's EMT on the thrust and direction of the Organisation Review and Proposed Restructure, it is now timely to provide Members with an update on its progress prior to consulting more broadly with staff in early 2023.

RECOMMENDATION

“that Council, having considered the matter of Agenda Item 22.4 – *Organisation Review and Proposed Restructure* in confidence under section 90(3)(a) of the *Local Government Act 1999*, resolves that:-

- 1. The staff report pertaining to Agenda Item 22.4 – *Organisation Review and Proposed Restructure*, remain confidential and not available for public inspection until further order of Council;**
- 3. Pursuant to section 91(9)(a) of the *Local Government Act 1999*, the confidentiality of the matter will be reviewed every 12 months; and**
- 4. Pursuant to section 91(9)(c) of the *Local Government Act 1999*, Council delegates the power to revoke this confidentiality order to the Chief Executive Officer.”**



ORGANISATION STRUCTURE

