

Council



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7th January 2020

A meeting of the **Council** of North Norfolk District Council will be held in the Council Chamber - Council Offices, Holt Road, Cromer, NR27 9EN on **Wednesday, 15 January 2020 at 6.00 pm.**

At the discretion of the Chairman, a short break will be taken after the meeting has been running for approximately one and a half hours

Members of the public who wish to ask a question or speak on an agenda item are requested to arrive at least 15 minutes before the start of the meeting. It will not always be possible to accommodate requests after that time. This is to allow time for the Committee Chair to rearrange the order of items on the agenda for the convenience of members of the public. Further information on the procedure for public speaking can be obtained from Democratic Services, Tel:01263 516010, Email:Emma.Denny@north-norfolk.gov.uk.

Anyone attending this meeting may take photographs, film or audio-record the proceedings and report on the meeting. Anyone wishing to do so should inform the Chairman. If you are a member of the public and you wish to speak on an item on the agenda, please be aware that you may be filmed or photographed.

Emma Denny
Democratic Services Manager

To: Mr T Adams, Mr D Baker, Ms P Bevan Jones, Mr D Birch, Mr H Blathwayt, Mr A Brown, Dr P Bütikofer, Mrs S Bütikofer, Mr C Cushing, Mr N Dixon, Mr P Fisher, Mrs A Fitch-Tillett, Mr T FitzPatrick, Mr V FitzPatrick, Mrs W Fredericks, Ms V Gay, Mrs P Grove-Jones, Mr G Hayman, Mr C Heinink, Mr P Heinrich, Mr N Housden, Mr R Kershaw, Mr N Lloyd, Mr G Mancini-Boyle, Mrs M Millership, Mr N Pearce, Mr S Penfold, Mrs G Perry-Warnes, Mr J Punchard, Mr J Rest, Mr E Seward, Miss L Shires, Mrs E Spagnola, Mrs J Stenton, Dr C Stockton, Mr J Toye, Mr A Varley, Ms K Ward, Mrs E Withington and Mr A Yiasimi

Members of the Management Team, appropriate Officers, Press and Public



If you have any special requirements in order to attend this meeting, please let us know in advance
If you would like any document in large print, audio, Braille, alternative format or in a different language please contact us

Heads of Paid Service: Nick Baker and Steve Blatch
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Email districtcouncil@north-norfolk.gov.uk **Web site** www.north-norfolk.gov.uk

A G E N D A

1. CHAIRMAN'S COMMUNICATIONS

To receive the Chairman's communications, if any.

2. APOLOGIES FOR ABSENCE

To receive apologies for absence, if any.

3. TO RECEIVE DECLARATIONS OF INTERESTS FROM MEMBERS

Members are asked at this stage to declare any interests that they may have in any of the following items on the agenda. The Code of Conduct for Members requires that declarations include the nature of the interest and whether it is a disclosable pecuniary interest.

4. URGENT BUSINESS

To consider any items of urgent business, as agreed by the Chairman.

5. EXCLUSION OF PRESS AND PUBLIC

To pass the following resolution – if necessary:

“That under Section 100A(4) of the Local Government Act 1972 the press and public be excluded from the meeting for the following item(s) of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraph(s) _ of Part 1 of Schedule 12A (as amended) to the Act.”

6. STRATEGIC LEADERSHIP RESTRUCTURE

1 - 136

Summary: This report sets out a proposed strategic leadership restructure to better enable the Council to meet the priorities set out in its new Corporate Plan and the ambitions of Members following the District Council elections in May last year.

It is proposed that the Corporate Director roles are deleted and replaced with a single Chief Executive.

This report seeks authority to move forwards with a formal consultation with the Corporate Directors.

Conclusions: A proposed restructure of the strategic leadership is recommended to ensure the Council is well placed to deliver on its Corporate Plan priorities agreed by the Council.

That the single Chief Executive model represents the most effective one for the Council in delivering those priorities and is put forward as the basis for consultation and that formal consultation commences

with affected employees (Corporate Directors and Heads of Paid Service).

That following formal consultation, the matter should be reconsidered by Cabinet and any financial implications arising from the agreement of a proposed restructure are reported at that point if necessary.

Recommendations:

1. To refer the proposed model to the Employment and Appeals Committee (EAC) on 7th January 2020 for consideration and onward reporting to Council on 15th January 2020.
2. To recommend to Council on 15th January 2020 to receive the Cabinet's preferred model for consultation and delegate to the EAC any consequential employment matters arising from any restructuring process, following the consultation and a subsequent Cabinet decision to the EAC.
3. To commence formal consultation with the affected post holders subject to the view of the Employment and Appeals Committee and Council.

Reasons for the Recommendations:

There is now an imperative to review the strategic leadership structure, to ensure that it is aligned to deliver and achieve the ambitions that Members have set out in the new Corporate Plan. The Council needs to ensure its senior leadership structure has the right roles and skills in place to deliver on the Council's objectives.

7. PRIVATE BUSINESS