

REPORT TO:	COUNCIL 5 July 2021
SUBJECT:	RECOMMENDATIONS OF CABINET REFERRED TO THE COUNCIL FOR DECISION
LEAD OFFICER:	Asmat Hussain, Interim Executive Director of Resources and Deputy Monitoring Officer
WARDS:	ALL
CORPORATE PRIORITY/POLICY CONTEXT:	
The Recommendations of Cabinet referred to the Council for decision report is prepared in accordance with the Council Procedure Rules at Part 4A of the Constitution.	

<p>The Council is asked to approve the following recommendations:</p> <p>RECOMMENDATIONS FROM APPOINTMENTS COMMITTEE HELD ON 17 MAY 2021</p> <p>Appointment to the role of Chief Executive, Head of Paid Service, Returning Officer and Electoral Registration Officer</p> <p>1.1 To appoint Katherine Kerswell to the post of Chief Executive, Head of Paid Service, Returning Officer and Electoral Registration Officer as the successful candidate.</p> <p>RECOMMENDATIONS FROM CABINET HELD ON 7 JUNE 2021</p> <p>Determination of School Admission Arrangements</p> <p>1.2 To approve the changes to Croydon’s community schools’ admission arrangements for the 2021/22 (Appendix 1) and 2022/23 (Appendix 2) academic years.</p> <p>1.3 Variations will be conditional on the Code passing through its Parliamentary process (i.e. a date on or around 1 July 2021). If any variations are agreed before then, they must be expressed to be conditional on the Code passing through Parliament. All such variations should come into effect on 1 September 2021.</p> <p>Report in the Public Interest – Quarter 1 Update</p> <p>1.4 Note and agree the progress the Council has made in regard to achieving the recommendations set out by external auditor in the Report in the Public Interest (appendix 1) with 55 out of 99 actions complete;</p> <p>1.5 Note the beginning of work to properly evidence what has been achieved so far</p>	
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and the intention to carry out an internal audit of actions delivered to provide full assurance to members and residents on the change achieved;

- 1.6 Note the refreshed action plan for the recommendations including actions marked complete, new actions and amended deadlines; and
- 1.7 Note the updated report and action plan, in place of the previously agreed April 12th Cabinet Report, as it is more up to date.

RECOMMENDATIONS FROM APPOINTMENTS COMMITTEE HELD ON 23 JUNE 2021

Organisational Redesign of Croydon Council - Response to the consultation

- 1.8 Agree the proposed new organisational design, structure (Appendix D) and job roles (Appendix G) for the three most senior tiers of management at Croydon Council, noting the consultation feedback and the many changes that have been made to the draft proposals following that feedback.
- 1.9 Note the grading of the posts will be in accordance with the 2021/22 Council pay policy as agreed at Appointments Committee 19th February 2021 and at Full Council on 8th March 2021.
- 1.10 Note the intended “go-live” timing for the proposed restructure of autumn 2021 and that a transition plan from the 5th July to the go live date will be drawn up.
- 1.11 Note the time limited period for this structure as part of the significant capacity investment needed to deliver the Croydon Renewal Improvement Plan and agree that a restructure will be commenced no later than the autumn of 2023 to review the resources and capacity required at that stage.
- 1.12 Note the financial savings from this proposed restructure and the reduction of 12 senior posts.
- 1.13 Note the job descriptions for the corporate director, director roles and new heads of service roles in the proposed new structure. (Appendix G)
- 1.14 Note that the Council programme of moving all its services into a localities blueprint ceases and that localities is now focused solely upon adult social care and health as a service delivery model.
- 1.15 Note that in accordance with the Council’s Restructuring and Reorganisation Policy, all staff directly affected by this proposed decision will be contacted by the interim Chief Executive or their relevant line manager and will receive notification from Human Resources.
- 1.16 Agree that further reviews are undertaken into the areas outlined at section 7.
- 1.17 Agree the introduction of the shadow management team, the heads of profession role and the Council wide project teams and a report be brought to Cabinet to consider the first series of project activity once the proposed new structure as soon as is reasonably practical.

- 1.18 Agree the use of the new vocabulary to describe the proposed new management arrangements which will be incorporated into the codes of practice and governance documents.
- 1.19 Agree that the Code of Officer Conduct, the Staff – Councillor Code of Conduct, the Code of Corporate Governance, the Monitoring Officer Code, the Financial Regulations and any other relevant Council codes or parts of the constitution be updated to reflect this report and the new vocabulary.
- 1.20 Agree that the Council website and intranet be updated to reflect these new arrangements when implemented.
- 1.21 Note the further work required to introduce an improved system of internal control as outlined at paras 5.18-5.25.
- 1.22 Note that an internal communications plan be drawn up and delivered to explain the new structure and to ensure all staff are aware of the new changes and manage the process from this decision date to the formal go-live date of the new design.
- 1.23 Note that a cultural change programme will be drawn up that will incorporate the communications activity in xvi above and also build a full understanding of the new ways of working incorporated in this redesign.
- 1.24 Authorise the interim Chief Executive to commission a positive action based marketing and recruitment campaign to handle any vacancies that may arise from this process and which needs to be designed to attract a very diverse field of applicants.

2. EXECUTIVE SUMMARY

- 2.1. The Recommendations of Cabinet and Committees referred to the Council for decision report comprises of matters of business formally undertaken by the Leader and Cabinet as well as Committees since the last ordinary meeting of the Council that require Full Council approval.

3. BACKGROUND

- 3.1. Part 4A of the Constitution requires that Cabinet and Committees include any recommendations that it has made to Council within this report.
- 3.2. These rules do not apply to any recommendations contained in the Annual Report of the Scrutiny and Overview Committee.
- 3.3. The Leader or Chair of the Committee making the recommendation may exercise a right to introduce the recommendation; in so doing the Leader or Chair of the Committee shall speak for a maximum of 3 minutes.
- 3.4. The recommendation shall be seconded without any further speakers and if not deferred for debate shall immediately be put to the vote.

- 3.5. Any Member supported by a seconder, may ask that a recommendation be deferred for debate and the recommendation shall immediately stand deferred.
- 3.6. In the event that any Cabinet or Committee recommendations have not been reached when the time limit for the meeting has expired, those recommendations shall immediately be put to the vote without further debate.
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- CONTACT OFFICER:** Cliona May
Senior Democratic Services and Governance Officer
– Council & Regulatory
- APPENDIX 1:** Appointment to the role of Chief Executive, Head of Paid Service, Returning Officer and Electoral Registration Officer
- APPENDIX 2:** Determination of School Admission Arrangements – Cabinet report & appendices
- APPENDIX 3:** Report in the Public Interest – Quarter 1 Update- Cabinet report & appendices
- APPENDIX 4:** Organisational Redesign of Croydon Council - Response to the consultation – Appointments Committee report & appendices
- BACKGROUND DOCUMENTS:** None