

By: Jeff Hawkins – Transformation Programme Manager

To: Personnel Committee

Subject: Change to Keep Succeeding

Classification: Unrestricted

SUMMARY: “Change to Keep Succeeding” is a report by the Group Managing Director and the Leader of the Council on the transformation of the County Council’s operating framework. The Personnel Committee will be given a presentation on the report, the management structure it proposes, and the process for consulting with staff.

1. Background

- 1.1 “Change to Keep Succeeding” sets out a proposed new structure for the senior management of Kent County Council. It was presented to meetings of the Council’s Cabinet, Scrutiny Board and Cabinet Scrutiny Committee in the week commencing 11 October 2010.
- 1.2 With the endorsement of Cabinet, on 15 October Kent County Council started a period of formal consultation on the proposed new senior management structure with the 25 staff impacted by this proposal. At the same time a wider informal consultation was commenced which is open to all staff and partners. The formal and informal consultation period ends on 3 December 2010. A report will then be made to full Council on 16 December 2010 for a revised management structure and plans for the implementation of that structure.
- 1.3 The target is to implement the change in structure, subject to consultation and the decision of the County Council on 16 December, by 4 April 2011.

2. Recommendation

- 2.1 The Personnel Committee is requested to consider these proposals and to note that the matters raised by members at this and other member meetings to which this matter is to be reported will be fully considered as part of the consultative process.

Background Documents – None

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