

**RECORD OF EXECUTIVE DECISION**  
**Tuesday, 17 September 2013**

**Decision No:** (CAB 13/14 11157)

DECISION-MAKER:	CABINET
PORTFOLIO AREA:	CHANGE
SUBJECT:	PEOPLE DIRECTORATE TRANSFORMATION
AUTHOR:	Alison Elliott

**THE DECISION**

- (i) Note the progress from April 2013 to implement the transformation of the People directorate, including the specific savings proposals which will impact on the 2014/15 budget and staffing levels (See Appendices 1&2).
- (ii) Note the Executive's proposals for staffing reductions in Adult Social Care and Children's Services within the People Directorate which are brought forward for consultation as part of the Transformation work and are set out in Appendices 1 & 2.
- (iii) Note the proposed establishment of an Integrated Commissioning Unit, which will lead to budget pressure of up to £125k per annum from 2014/15, and a part year pressure in the current year.
- (iv) Delegate authority to the Director of People, following consultation with the Cabinet Member for Change (lead member for the decision), and the Cabinet Member for Resources, the Cabinet Member for Health & Adult Social Care, the Cabinet Member for Children's Services and the Chief Financial Officer, to enter into formal consultation with staff, recognised trade unions, partners, customers, parents, carers and stakeholders on the wider transformation work and the savings proposals set out in the Appendices with a view to being able to implement the structural changes necessary to implement the transformation by April 2014.
- (v) To authorise the Director of People to undertake any ancillary actions necessary to deliver the Transformation Programme as agreed by Cabinet.

**REASONS FOR THE DECISION**

The report provides an update for Cabinet and Council and ensures that the necessary actions and decisions can be taken to implement the transformation by April 2014. This will include taking forward specific savings proposals in advance of the main budget proposals.

**DETAILS OF ANY ALTERNATIVE OPTIONS**

No alternative was seen as appropriate given the timescales and the scale of the transformation.

**OTHER RELEVANT MATTERS CONCERNING THE DECISION**

None

**CONFLICTS OF INTEREST**

None

**CONFIRMED AS A TRUE RECORD**

We certify that the decision this document records was made in accordance with the Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2000 and is a true and accurate record of that decision.

Date: 17 September 2013

Decision Maker: The Cabinet

Proper Officer: Judy Cordell

**SCRUTINY**

Note: This decision will come in to force at the expiry of 5 working days from the date of publication subject to any review under the Council's Scrutiny "Call-In" provisions.

Call-In Period expires on

Date of Call-in (*if applicable*) (*this suspends implementation*)

Call-in Procedure completed (*if applicable*)

Call-in heard by (*if applicable*)

Results of Call-in (*if applicable*)