

## REPORTS OF OFFICERS (CONFIDENTIAL)

<b>Report Title:</b>	<b>Organisational Restructure and Resourcing</b>
<b>Item No:</b>	<b>8.1</b>
<b>Date of Meeting:</b>	<b>21 September 2021</b>
<b>Author:</b>	<b>Sam Johnson, Chief Executive Officer</b>
<b>Attachments:</b>	<b>1. Existing organisation structure</b> <b>2. Organisation Structure examples (Kimba, Barunga West, Streaky Bay)</b> <b>3. Proposed new organisation structure</b>

### Confidentiality Clauses:

That pursuant to Section 90(2) and (30)(h) of the Local Government Act 1999, the Council orders all persons present, with the exception of Sam Johnson, Chief Executive Officer, be excluded from the meeting as Council considers that the requirement for the meeting to be conducted in a place open to the public has been outweighed in circumstances where Council will receive and consider a report relating to the personal affairs of any person (living or dead) being a report associated with an organisation restructure.

*(for resolution after consideration of the matter)*

That in accordance with Section 91(7) and (9) of the Local Government Act 1999, Council orders that report item 8.1 - Organisational Restructure and Resourcing, minutes, attachments and discussion having been considered in confidence under Section 90(2) and (3)(a) of the Act be kept confidential and not available for public inspection on the basis that it deals with information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead). This order is to remain in force until such time as the new organisation structure is put into effect, notwithstanding that it will be reviewed annually in December of each year.

### 1. EXECUTIVE SUMMARY

This report provides Council with advice on a proposed organisational restructure in response to related matters raised at quarterly meetings with elected members.

### 2. RECOMMENDATION

That Council:

1. receives and notes the report;
2. endorses the proposed organisation structure as presented at Attachment 3 to report item 8.1 - Organisational Structure and Resourcing; and
3. requests the Chief Executive Officer to implement the proposed changes to bring the new structure into effect immediately.

### **3. RELEVANT CORE STRATEGIES/POLICIES**

*DCMR Community Plan 2021 to 2031*

*5.4 Improve the Efficiency and Effectiveness of Council Services*

*6.4 Provide Financial Sustainability*

6.5 Develop Organisational Capability

### **4. BACKGROUND**

The Chief Executive Officer meets quarterly with elected members on an individual basis. At the most recent round of meetings discussion was held on the current resourcing and organisational structure. All members have agreed that given the Chief Executive Officer and Leadership Team members have been in their roles for approximately 12 months, and taking into account the 2021/2031 Community Plan and the 2021/22 budget considerations, it is timely that a report outlining a proposal for a restructure to be of benefit for Council's consideration.

### **5. DISCUSSION**

With the recent departure of the former Manager Community & Economic Development, it is timely that Council review its senior leadership team.

Section 99 of the Local Government Act 1999 provides direction and delegation to the Chief Executive Officer for matters relating to staff, Section 99 (2) does indicate that when the Chief Executive Officer determines to change the organisational structure to a significant degree, that the Chief Executive Officer must consult with the Council to a reasonable degree when determining such. This reports provides Council with an opportunity to form part of that consultation.

Attached are the following documents and information:

1. Current organisation structure
2. Copies of organisation structures of similar sized Councils are provided for information; and
3. Proposed new organisation structure

A confidential verbal update will be provided at the meeting.

### **6. ANALYSIS OF OPTIONS**

#### **Option 1:**

That Council :

1. receives and notes the report;
2. endorses the proposed organisation structure as presented at Attachment 1 to the report item 8.1 - Organisational Structure and Resourcing; and
3. requests the Chief Executive Officer to implement the necessary changes to bring the new structure into effect immediately.

This options allows Council to establish a revised structure aligned with current resourcing.

## **Option 2:**

That Council receives and notes the report.

This option allows Council to seek further considerations and discussion in the coming months with the Chief Executive Officer around a proposed restructure and resourcing requirements.

## **7. RECOMMENDED OPTION**

Option 1 is the recommended option.

## **8. POLICY IMPLICATIONS**

### **8.1 Financial/Budget**

The proposed changes do not present an increase in staffing numbers. The recommended option reduces staffing numbers, by not seeking to replace the Manager of Community & Economic Development and placing the financial resources associated to this role amongst the existing staffing allocations.

### **8.2 Legislative/Risk Management**

Not applicable.

### **8.3 Staffing/Work Plans**

Under the proposed new structure there will be works required to update structures accordingly.

In addition, key documents such as Council policies, procedures and the delegations register will need to be updated to reflect the structural changes.

This will require additional work, but note that there is a scheduled update for Council's delegations register. The engagement of a governance officer on a short term casual basis will ensure that the associated works are undertaken in a timely manner.

### **8.4 Environmental/Social/Economic**

Nil

### **8.5 Stakeholder Engagement**

Nil

## **9. REPORT CONSULTATION**

The Leadership Team has been consulted in broad terms regarding this report.

## **10. REPORT AUTHORISERS**

Sam Johnson	Chief Executive Officer
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