

## CAMBRIDGE CITY COUNCIL

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REPORT OF: Director of Business Transformation

TO: Employment (Senior Officer) Committee 22/3/2016

WARDS: None directly affected

### **LEGAL SHARED SERVICE RESTRUCTURING**

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#### **1 INTRODUCTION**

- 1.1 The Leader approved proposals for a shared legal service with South Cambridgeshire and Huntingdonshire District Councils at the Strategy and Resources meeting on 13 July 2015. (15/51/SR)
- 1.2 The proposals approved included the restructure of the staffing of three existing legal services into one shared service. In particular, it included the deletion of three separate lead/head of legal service posts within the three authorities and the creation of a Head of Legal Practice post to lead the shared service.
- 1.3 Under the new structure the post of Head of Legal Services for Cambridge City Council has become redundant. The current post holder has indicated that he does not wish to be considered for the new post of Head of Legal Practice. He has agreed to stay with the Council until the end of July to help with continuity but will then leave the City Council's employment.
- 1.4 Because the Head of Legal Services is also the Council's Monitoring Officer, there is a legal requirement that the full Council approves the termination of his employment by reason of redundancy. Similarly full Council is required to appoint a Monitoring Officer and recommendations in that regard will be the subject of a further report to this Committee to enable continuity of the performance of the Monitoring Officer role. This will need to be put before Council meeting on 26<sup>th</sup> May (or 14<sup>th</sup> July).

## 2. RECOMMENDATIONS

- 2.1 That the full Council approves the termination of employment of the Head of Legal Services and Monitoring Officer by reason of redundancy in the light of the implementation of the shared legal service.

## 3. IMPLICATIONS

- (a) **Financial Implications:** Redundancy costs will be met in accordance with the City Council's scheme,
- (b) **Staffing Implications:** Recruitment is under way for a Head of Legal Practice for the Shared Service.
- (c) **Equality and Poverty Implications:** None
- (d) **Environmental Implications:** Nil.
- (e) **Procurement:** None
- (f) **Consultation and communication:** Statutory employment consultations have been followed.
- (g) **Community Safety:** None.

**BACKGROUND PAPERS:** Reports to Strategy and Resources Committee on 13 July 2015 on shared services.

These documents are available to inspect on the City Council's website at <http://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=159&MId=2872&Ver=4>

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