

11 REPORTS FROM MANAGER PEOPLE AND CULTURE

11.1 MANAGER COMMERCIAL SERVICES POSITION

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SUMMARY

This paper is to recommend that the existing position of Manager Commercial Services be removed from the organisational chart.

BACKGROUND

In response to the Council's current financial challenges all Council operations, including staffing requirements, are being reviewed to ensure funds spent on services delivered by Council, provide the greatest value to the community. Commercial Services has been identified as a Group where potential savings could be realised as part of a restructure.

The Manager Commercial Services position was created in 2018 for the purpose of consolidating the management of the business units of Council including the Airport, Liquor bond, Norfolk Telecom, Electricity, and the Aviation Rescue and Community Fire Fighting Service(s).

In the last organisational restructure mid-2020, the Commercial Services portfolio was reduced to Norfolk Telecom, Electricity, and the Liquor Bond, with the Airport and Fire Service(s) reallocated to the new Economic Development Group. The incumbent Manager Commercial Services at that time was transferred for 12 months to a new position as Manager of the Finance & Corporate Group.

The decision was made to leave the Manager Commercial Services position vacant, and responsibility for the remaining Business Units were distributed to other Managers as follows:

- * Manager Economic Development - Liquor Bond
- * Manager Services – Electricity; and
- * Manager Corporate and Finance – Norfolk Telecom

The redistribution was initially implemented as a temporary arrangement to enable the General Manager to review the overall financial management and service delivery of Council business units.

RELEVANCE TO THE STRATEGIC PLAN AND RESOURCING STRATEGY

- * Objective 1 – Use and Manage our Resources wisely
- * Objective 4 – We work together to achieve our goals
- * Objective 6 – Strong, diverse, and vibrant business environment
- * Objective 7 – A skilled and competitive workforce

DISCUSSION

The temporary arrangement for managing the Commercial Service Units has been in place for nearly 12 months. On review, it is apparent that the Business Units, that comprise the Commercial Services Group, have successfully integrated under the existing management structure. As a result, the

ORDINARY COUNCIL MEETING AGENDA**7 APRIL 2021**

position of Commercial Services Manager has been deemed to be no longer required and therefore, redundant.

GOVERNANCE/POLICY IMPLICATIONS

Any governance issues that arise are adequately covered by the proposed new structure.

LEGAL IMPLICATIONS

Nil

ENVIRONMENTAL IMPLICATIONS

Nil

SOCIAL IMPLICATIONS

Nil

FINANCIAL IMPLICATIONS

The position of Manager Commercial Services is vacant with the incumbent being transferred to another position, so there are no redundancy payment considerations. In addition the Manager Commercial Services position was reviewed as part of the Job Regrading Review Project conducted late in 2020.

The Project consultant's conclusions indicated the salary for this position was \$150,000. If this position is made redundant and removed from the organisational chart, a reduction in future employment costs will be realised.

CONCLUSION

The position of Manager Commercial Services is no longer required and should be removed from the Council's organisational structure. All former responsibilities and accountabilities that have been temporarily distributed to other Managers (as noted above) will be made permanent and reflected in the Organisation structure.

RECOMMENDATION

That the Council approves

1. The removal of the Manager Commercial Services position from the organisational structure.
2. The General Manager reallocating the functional responsibilities for business units in the Commercial Services Group, (Norfolk Telecom, Electricity, and the Liquor Bond) as follows.
 - * Manager Economic Development - Liquor Bond
 - * Manager Services – Electricity; and
 - * Manager Corporate and Finance – Norfolk Telecom

ORDINARY COUNCIL MEETING AGENDA

7 APRIL 2021

ATTACHMENTS

Nil