

# WESTMINSTER CITY COUNCIL

## STATEMENT OF DECISION

### SUBJECT: HIGHWAYS AND PUBLIC REALM RESTRUCTURE

Notice is hereby given that the Cabinet Member for City Management and Customer Services, Cabinet Member for Built Environment, Cabinet Member for Sustainability and Parking, have made the following executive decision on the above mentioned subject for the reasons set out below.

#### Summary of Decision

1. The Cabinet Member(s) agreed to delete the current organisational structure at **Appendix 1a and 1b** to the report and to replace it with the proposed new structure at **Appendix 2a and 2b** to the report with effect from 18/07/2016.
2. The Cabinet Member(s) noted and endorsed the proposed transformation initiatives that will underpin the service.
3. In line with Council policy, employees in the Council's Talent Pool who are in a redundancy situation will be given priority consideration for the new post(s) created in this Report prior to the post(s) being advertised. This may include providing training to the redeployee, where appropriate, subject to costs and individual potential benefit.
4. Every effort will be made to assimilate, redeploy or find suitable alternative employment for the post holders affected by this reorganisation. However, should it not be possible to redeploy such individuals that they be declared redundant with effect from a date to be agreed between the Executive Directors, CMC and GPH, and paid benefits in accordance with the Council's Policy on Payment of Redundancy Compensation April 2008.

#### Reason for Decision

1. The proposed new structure for Highways and Place Shaping will deliver the required outcomes to support the councils' ambition for a sustainable and improved public realm. It will provide clarity of roles, responsibilities and accountabilities, give greater visibility of the scope and scale of public realm activities and enhance the management and engagement of the city council's key public realm stakeholders.

**Charlie Parker, Chief Executive,  
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**Publication Date:** 22 July 2016

**Implementation Date:** 29 July 2016, 5pm

**Reference:** CMfBE/11/2016  
CMfCM&CS/7/2016  
CMfS&P/5/2016