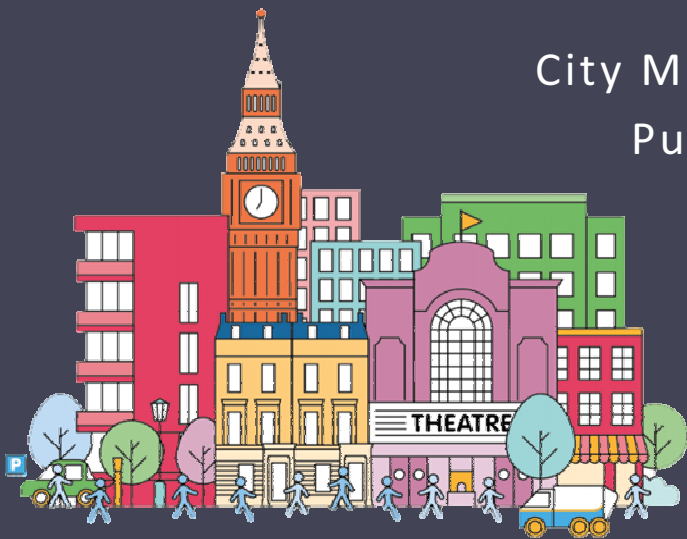


# Effective Neighbourhood Working

City Management and Communities  
Public Protection and Licensing  
Proposed 'to-be' structure  
27 March 2018 v2.6



Overview of  
proposed  
approach

Heads of Service

North

South and West

Central

City Operations

Licensing and  
Regulatory  
Services

## City for All

Clean Streets - Protecting the vulnerable - Quality VFM services - Low Tax

Civic Leadership

Homes and Neighbourhoods for families

Greener City

Smart Council

World Class Westminster

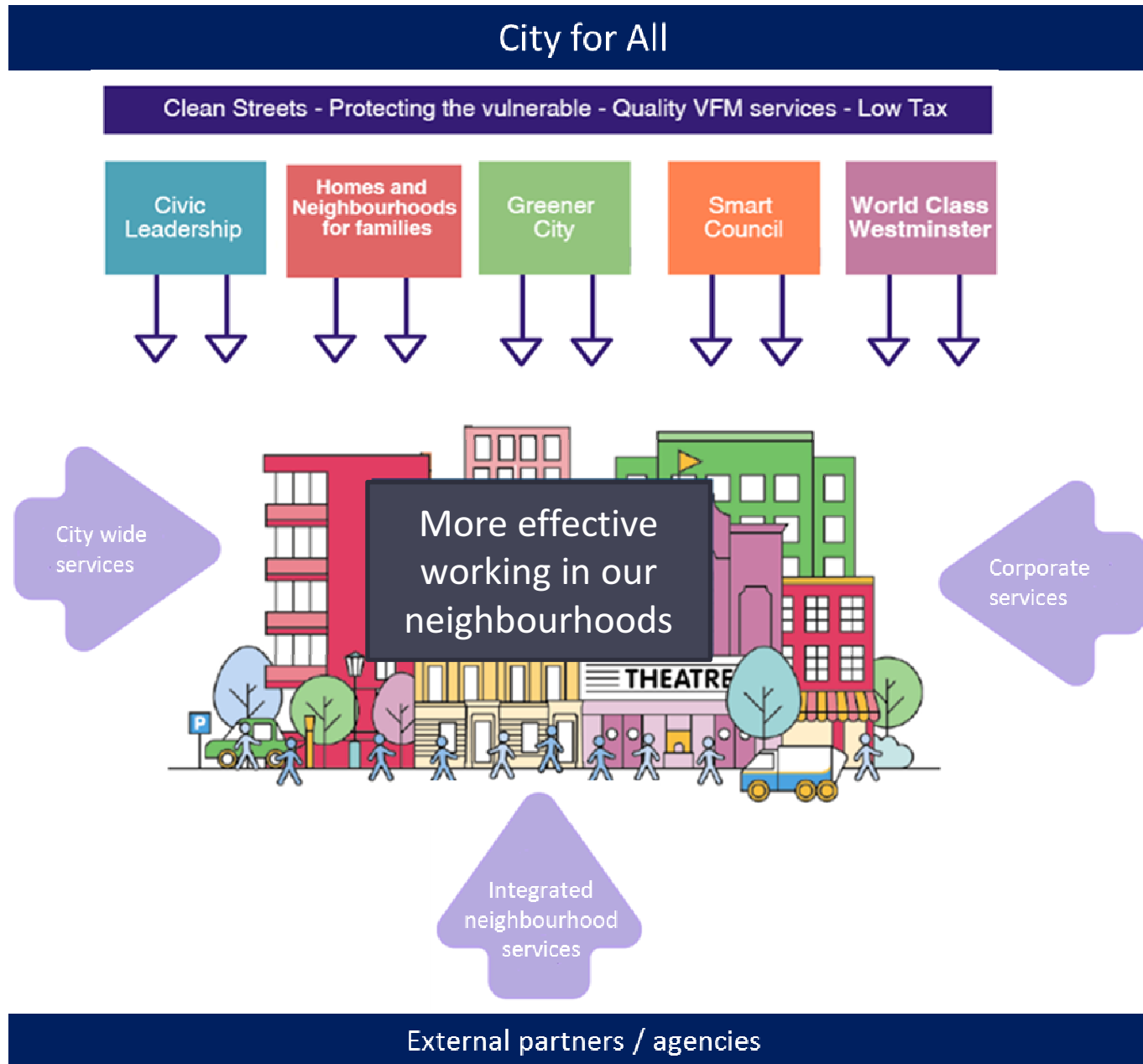
City wide services

More effective working in our neighbourhoods

Corporate services

Integrated neighbourhood services

External partners / agencies



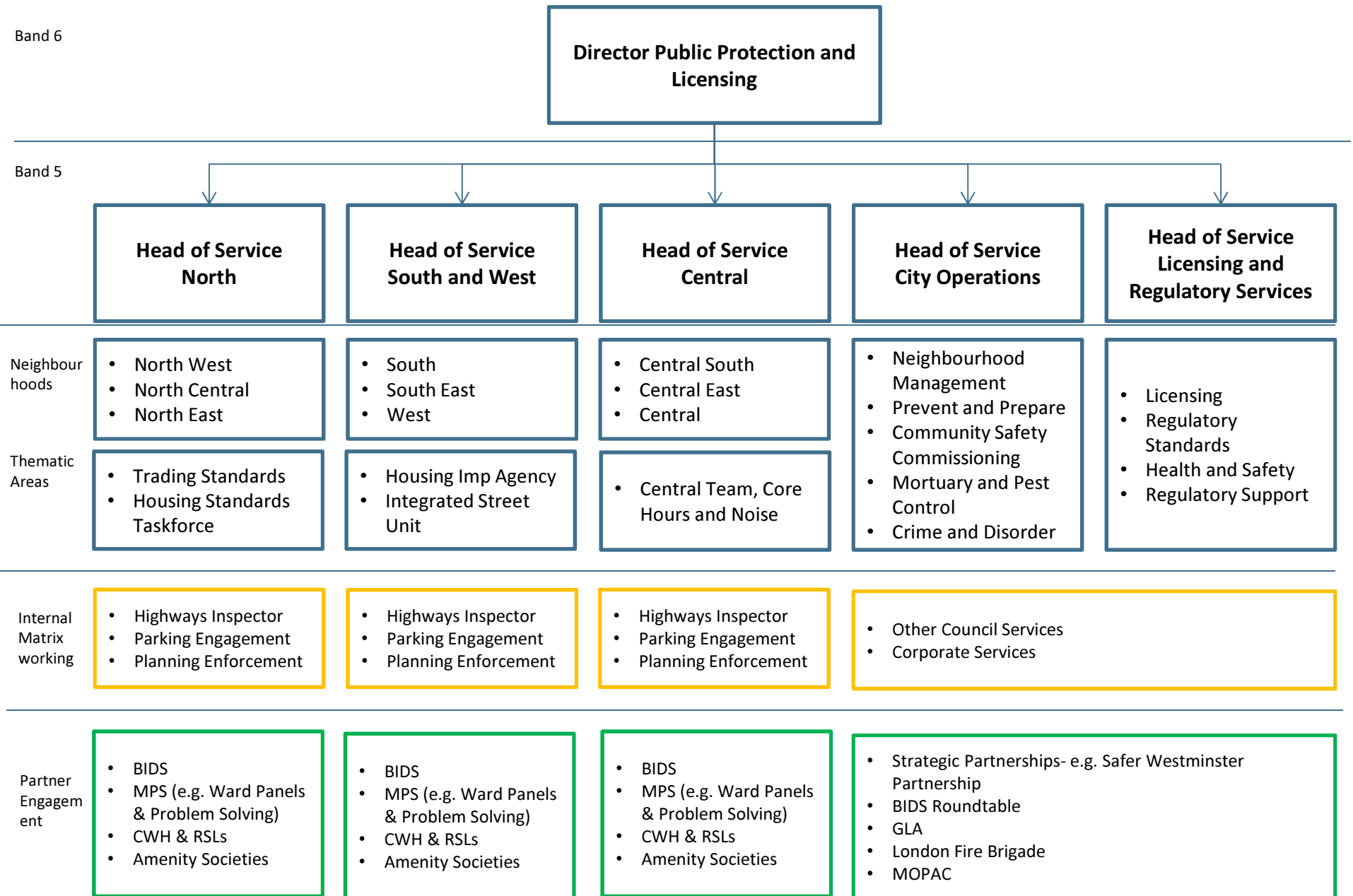
## Effective Neighbourhood Working – Team and fte changes to structure

Consultation proposals	Changes post-consultation
Trading Standards	This team has been moved to the North area to allow for better synergy with the Housing Standards Taskforce and improved spans of control across the services.
Environmental Health Officer Public Health Funerals, 1 fte	This role has been moved to the Integrated Street Unit and will be lined managed by the team manager but not to be a core part of the ISU team.
Prepare and Prevent funded FTC: <ul style="list-style-type: none"> <li>• Prevent Programme Manager</li> <li>• Prevent Officer Engagement</li> <li>• Prevent Officer Education</li> </ul>	These roles will become permanent in the structure, although they will remain funded roles, as a result of the vital requirement for such roles. Prevent Engagement Development Officer and Prevent Support & Development Officer remain as FTC.
Resource Coordination Officer (City Wide Service Delivery and Integrated Street Unit)	This roles will not be shifted but will be expected to work weekends as part of their normal working hours.
Markets	2fte shifted City Inspectors have been moved from South and West to the Central team – East 1 and 2. The 2fte become non-shifted roles, as a result of this move.
Other funded posts	The following externally funded FTC roles for which funding has yet to be confirmed, have been added to the structure: <ul style="list-style-type: none"> <li>• Environmental Health Officer Healthy Catering Commitment, 1 fte in North</li> <li>• City Inspector HOLBA funded, 2 fte in Central</li> <li>• Project Manager, 0.8 fte and Healthy Workplace Advisor, 1.2 fte in Licensing and Regulatory Services</li> </ul>

## Effective Neighbourhood Working – Name changes to structure

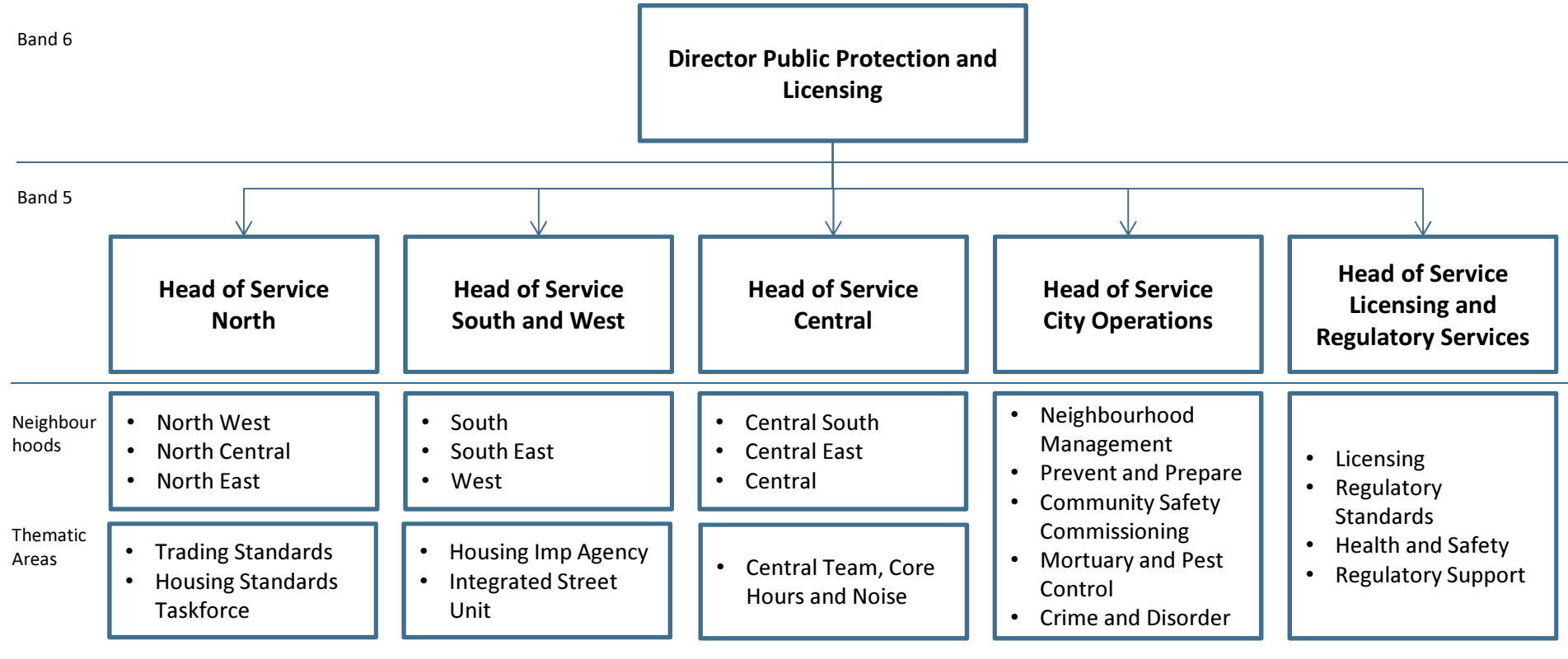
Consultation proposals	Changes post-consultation
Senior Practitioners x 6FTE in City Wide Service Delivery	A further Senior Practitioner was added to the structure making the total number 7FTE within Licensing and Regulatory Services: <ul style="list-style-type: none"> <li>Food Senior Practitioner has been increased from 1FTE to 2FTE</li> </ul>
South area	The name of the area was changed to South and West to ensure all the neighbourhoods are clearly reflected.
City Wide Service Delivery	The name of the service has been changed to City Wide Operations to reflect better the activity of the service.
City Wide Regulation	The name of the service has been changed to Licensing and Regulatory Services to better reflect the activity of the service
Neighbourhood Problem Solving Coordinator (North, South and Central)	The name of this role has changed to Neighbourhood Coordinator to better reflect the scope of the role in the new neighbourhood model.
Neighbourhood Coordinator (City Wide Service Delivery)	The name of this role has changed to Neighbourhood Operations Officer (City Operations) to better reflect the scope of the role in the new neighbourhood model.
Neighbourhood Management Team 1 (City Wide Service Delivery)	The name of this team has changed to Neighbourhood Management to better reflect the scope of the roles within the team.
Neighbourhood Management Team 2 (City Wide Service Delivery)	The name of this team has changed to Regulatory Standards and has moved to Licensing and Regulatory Standards to better reflect the scope and activities of the roles within this team.

# Public Protection and Licensing: Overview of structure



# Public Protection and Licensing: Heads of Service

Pay scale	To-be fte
Band 6	1
Band 5	5
Total	6

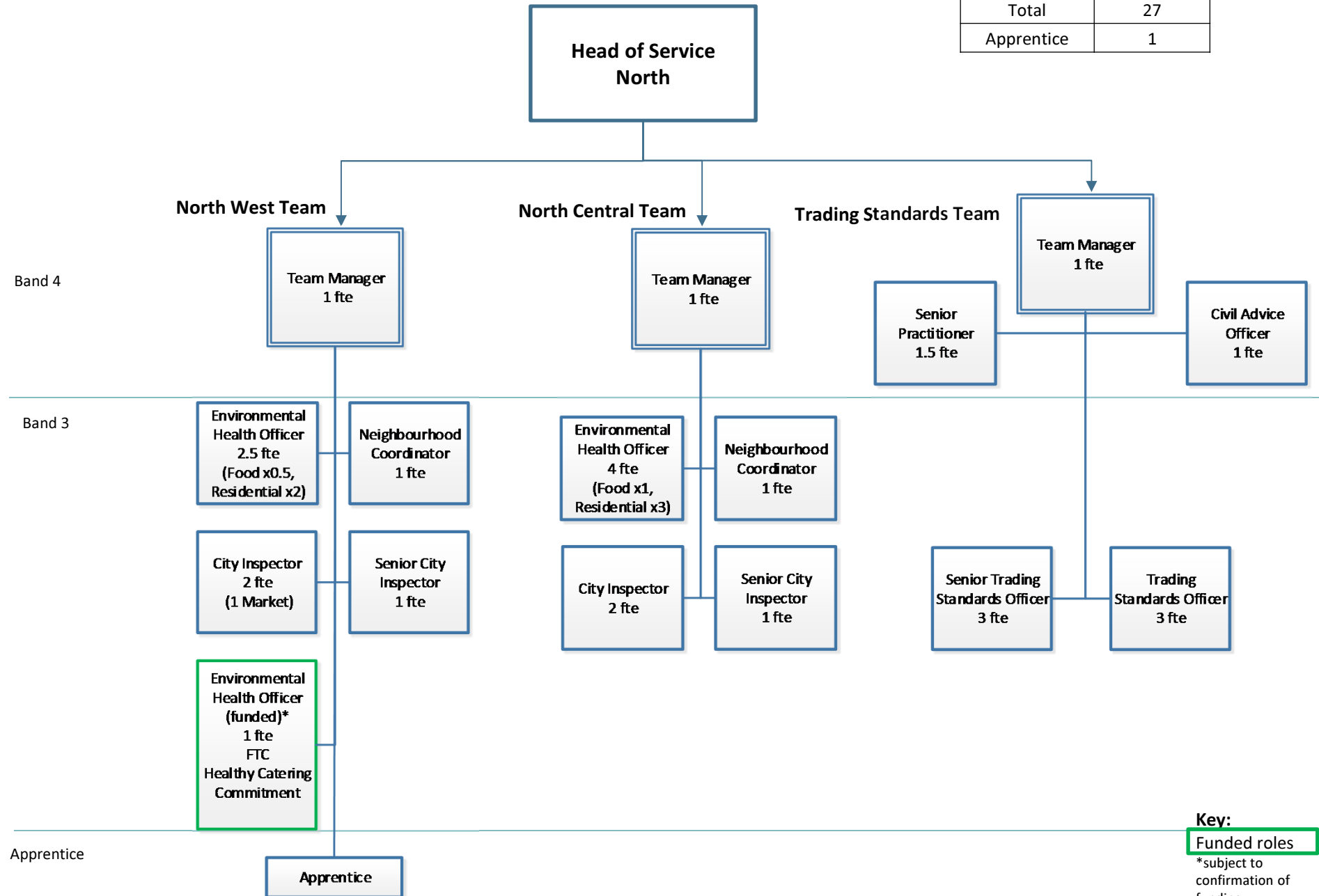


Summary of Full Time Equivalent (FTE) and apprentices by area

Pay scale	To-be fte	Pay scale	To-be fte	Pay scale	To-be fte	Pay scale	To-be fte	Pay scale	To-be fte
Band 4	9.5	Band 4	6	Band 4	7	Band 4	12	Band 4	23.8
Band 3	42.5	Band 3	39.8	Band 3	67	Band 3	16	Band 3	38.5
Band 2	7	Band 2	4	Band 2	1	Band 2	13	Band 2	4
Band 1	0	Band 1	0	Band 1	0	Band 1	1	Band 1	0
Total	59	Total	49.8	Total	75	Total	42	Total	66.3
Apprentice	2	Apprentice	4	Apprentice	2	Apprentice	0	Apprentice	0

# Public Protection and Licensing: North

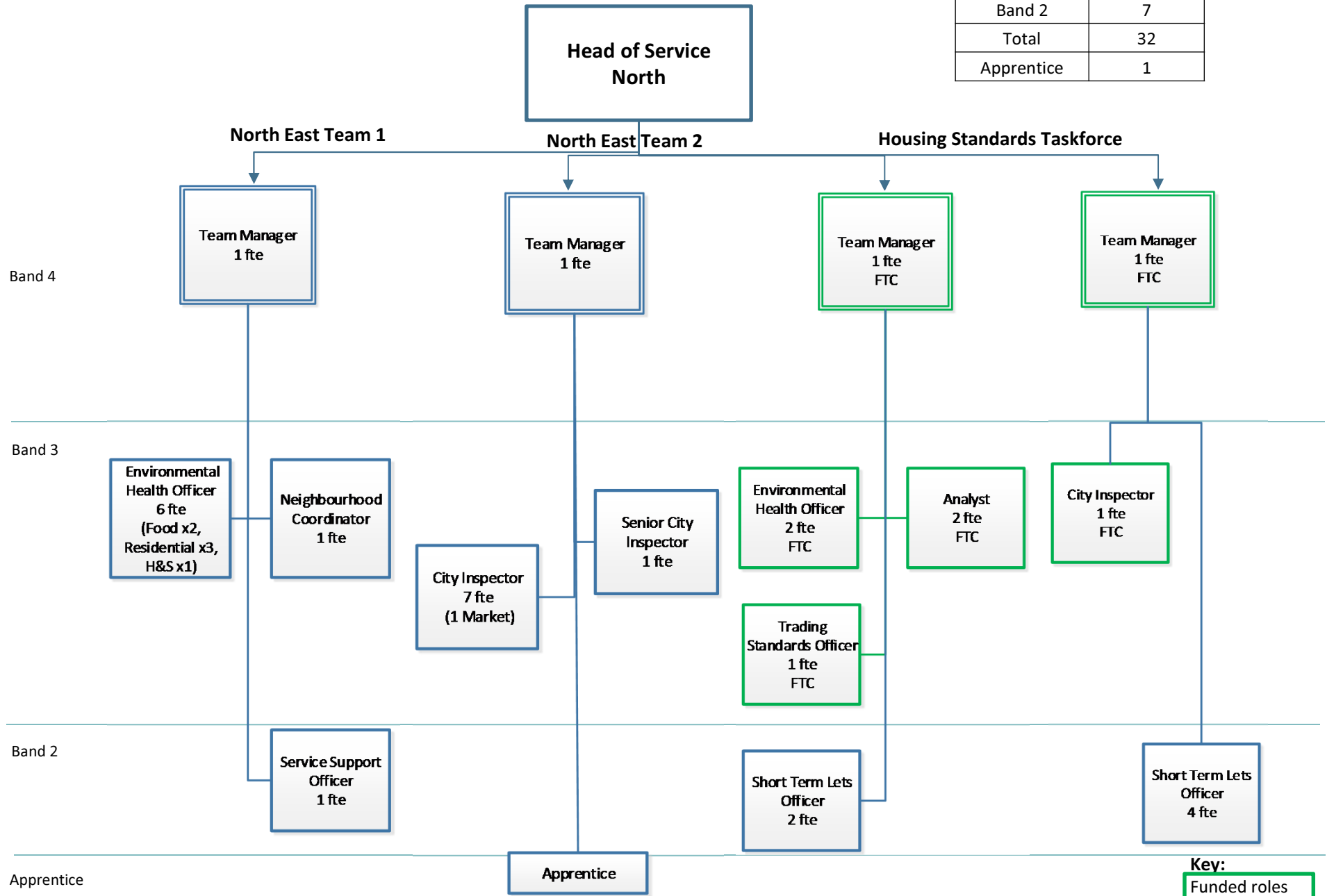
Pay scale	To-be fte
Band 4	5.5
Band 3	21.5
Total	27
Apprentice	1



**Key:**  
Funded roles  
 \*subject to confirmation of funding

# Public Protection and Licensing: North

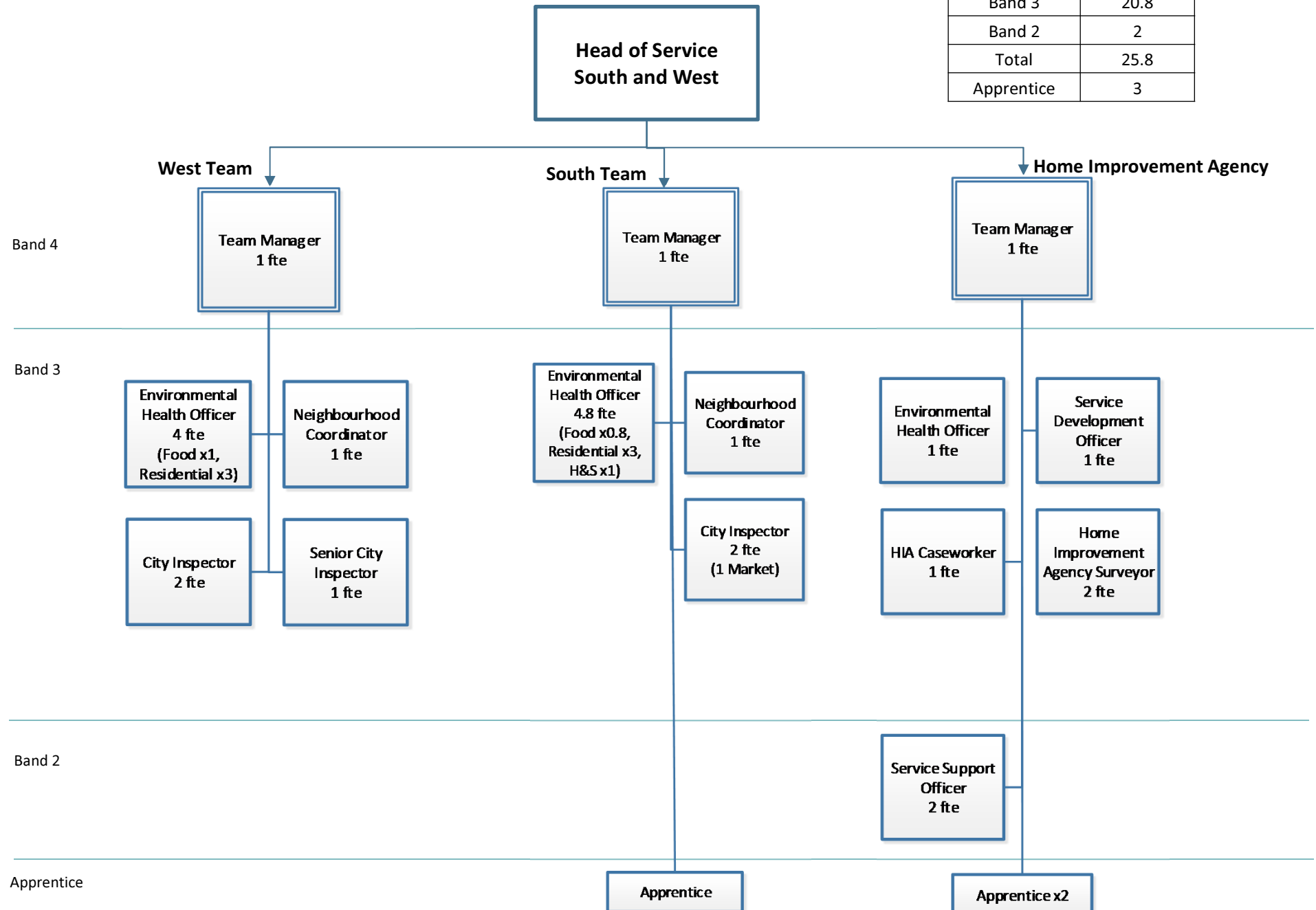
Pay scale	To-be fte
Band 4	4
Band 3	21
Band 2	7
Total	32
Apprentice	1





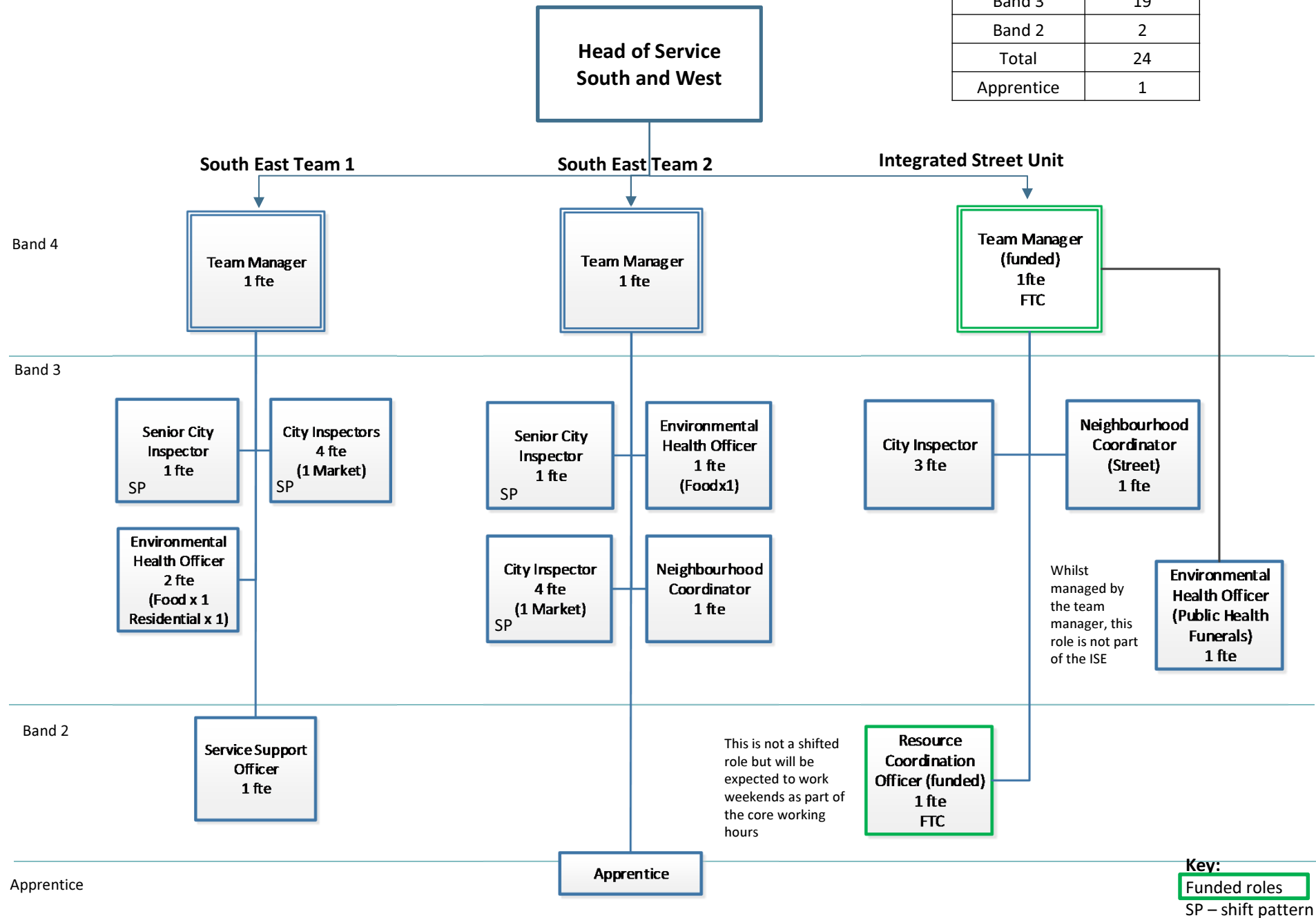
# Public Protection and Licensing: South and West

Pay scale	To-be fte
Band 4	3
Band 3	20.8
Band 2	2
Total	25.8
Apprentice	3



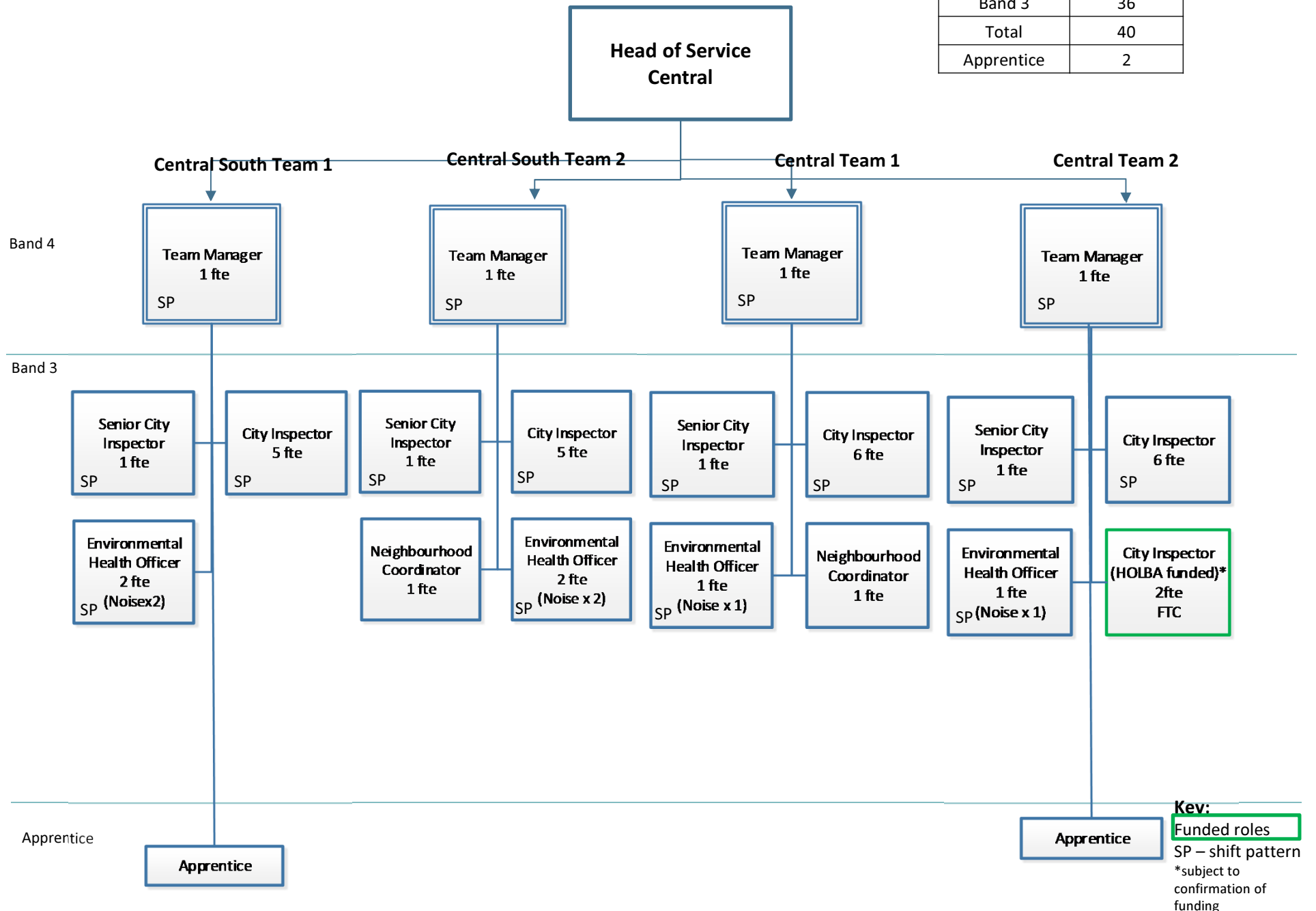
# Public Protection and Licensing: South and West

Pay scale	To-be fte
Band 4	3
Band 3	19
Band 2	2
Total	24
Apprentice	1



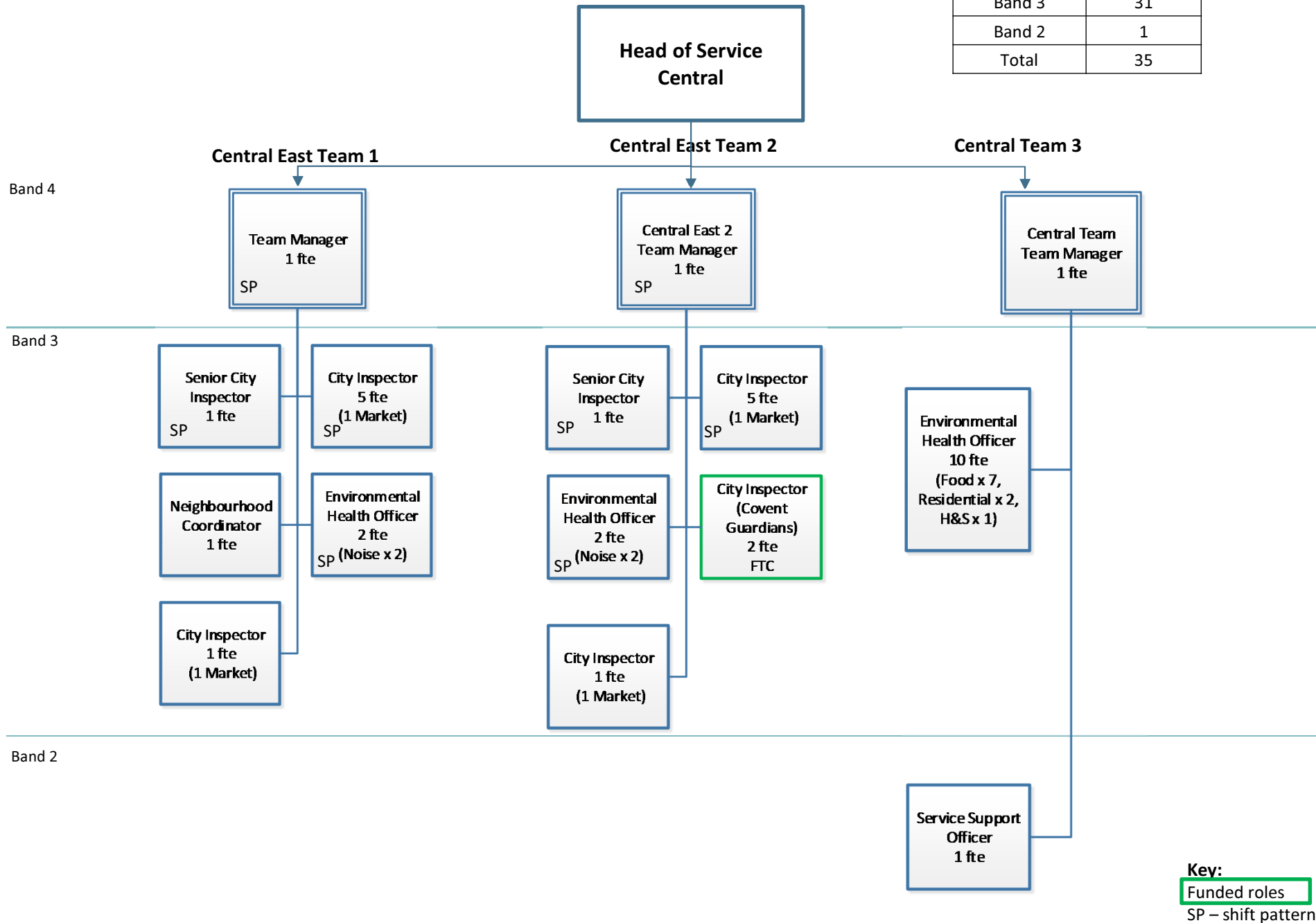
# Public Protection and Licensing: Central

Pay scale	To-be fte
Band 4	4
Band 3	36
Total	40
Apprentice	2



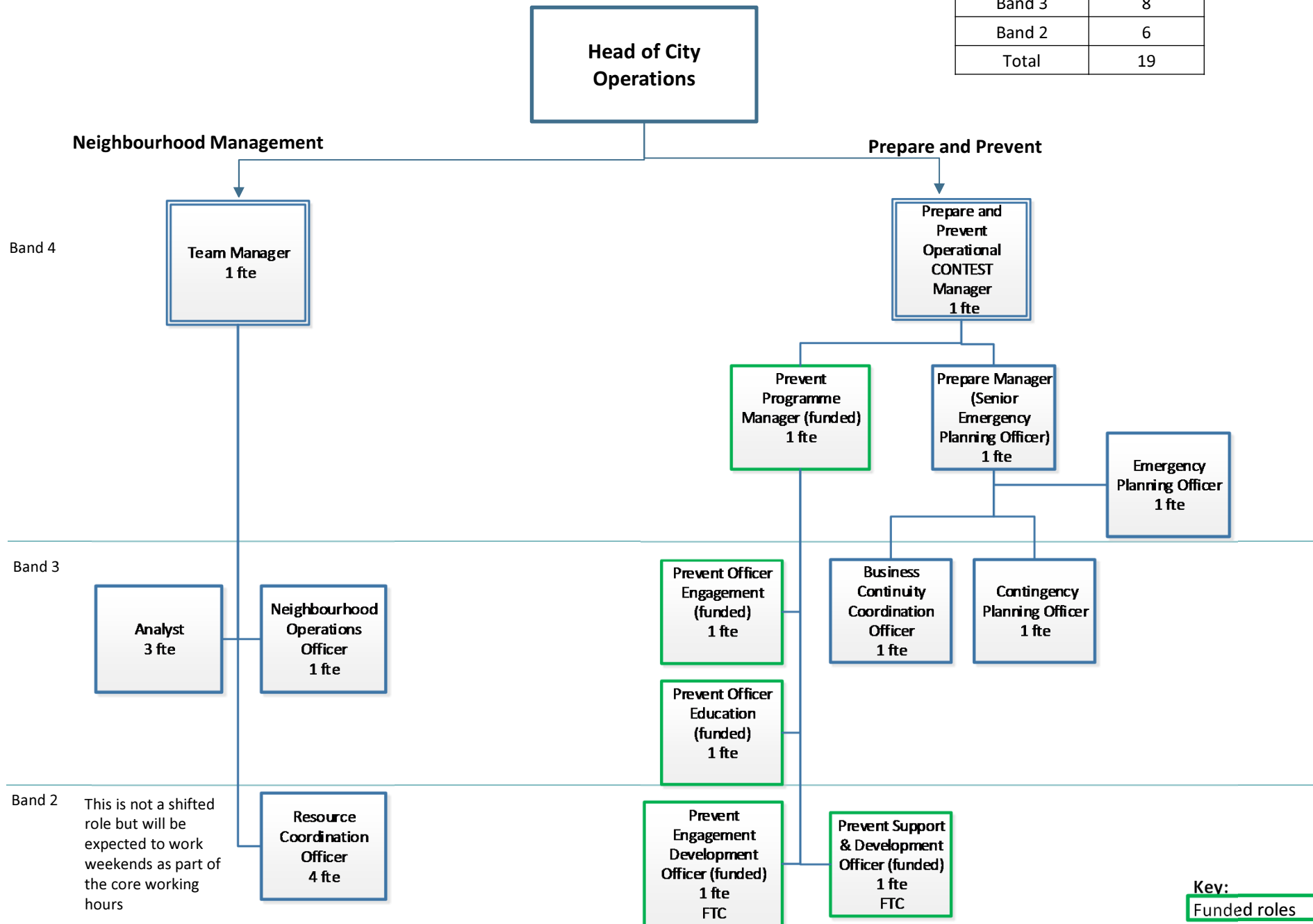
# Public Protection and Licensing: Central

Pay scale	To-be fte
Band 4	3
Band 3	31
Band 2	1
Total	35



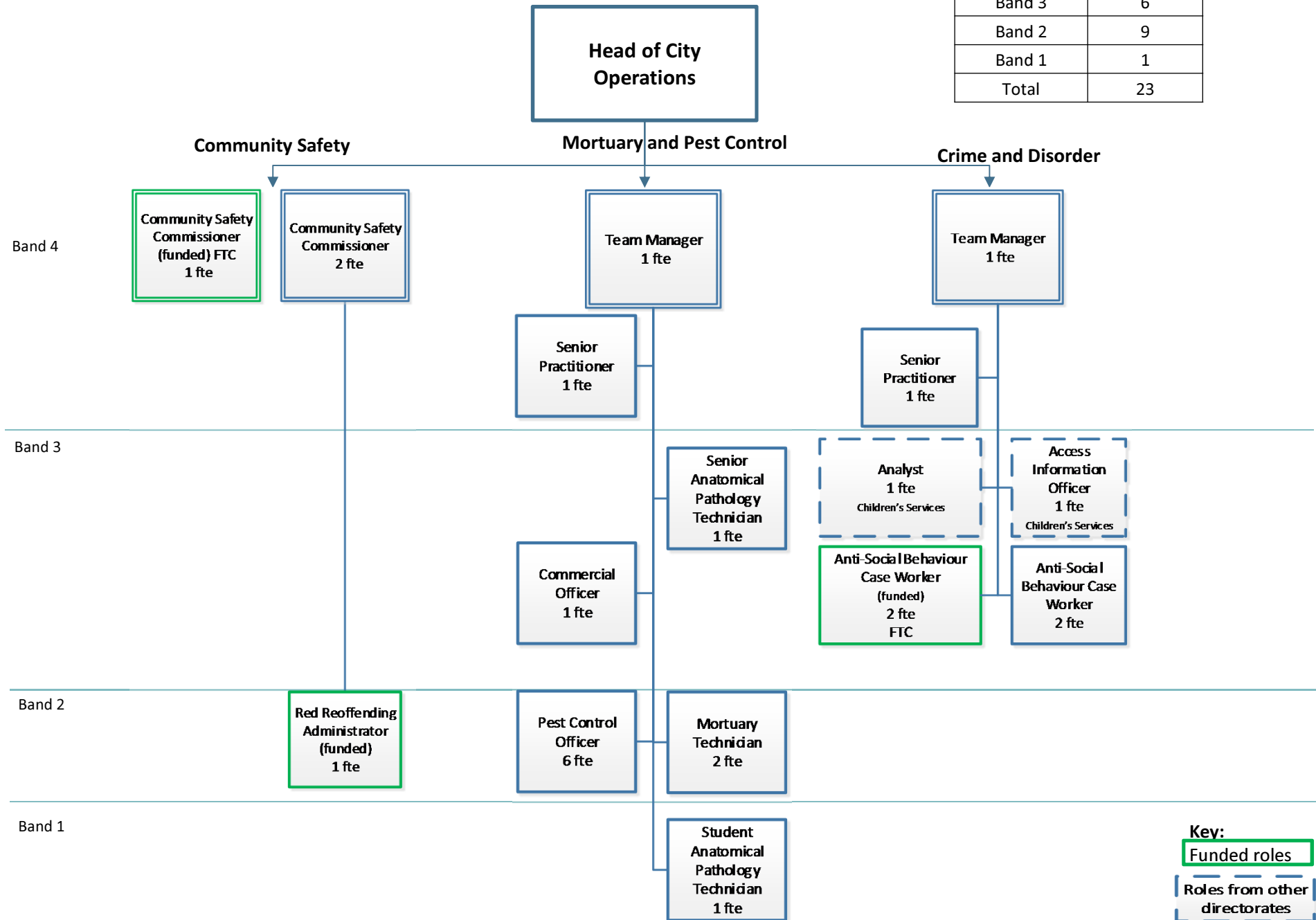
# Public Protection and Licensing: City Operations

Pay scale	To-be fte
Band 4	5
Band 3	8
Band 2	6
Total	19



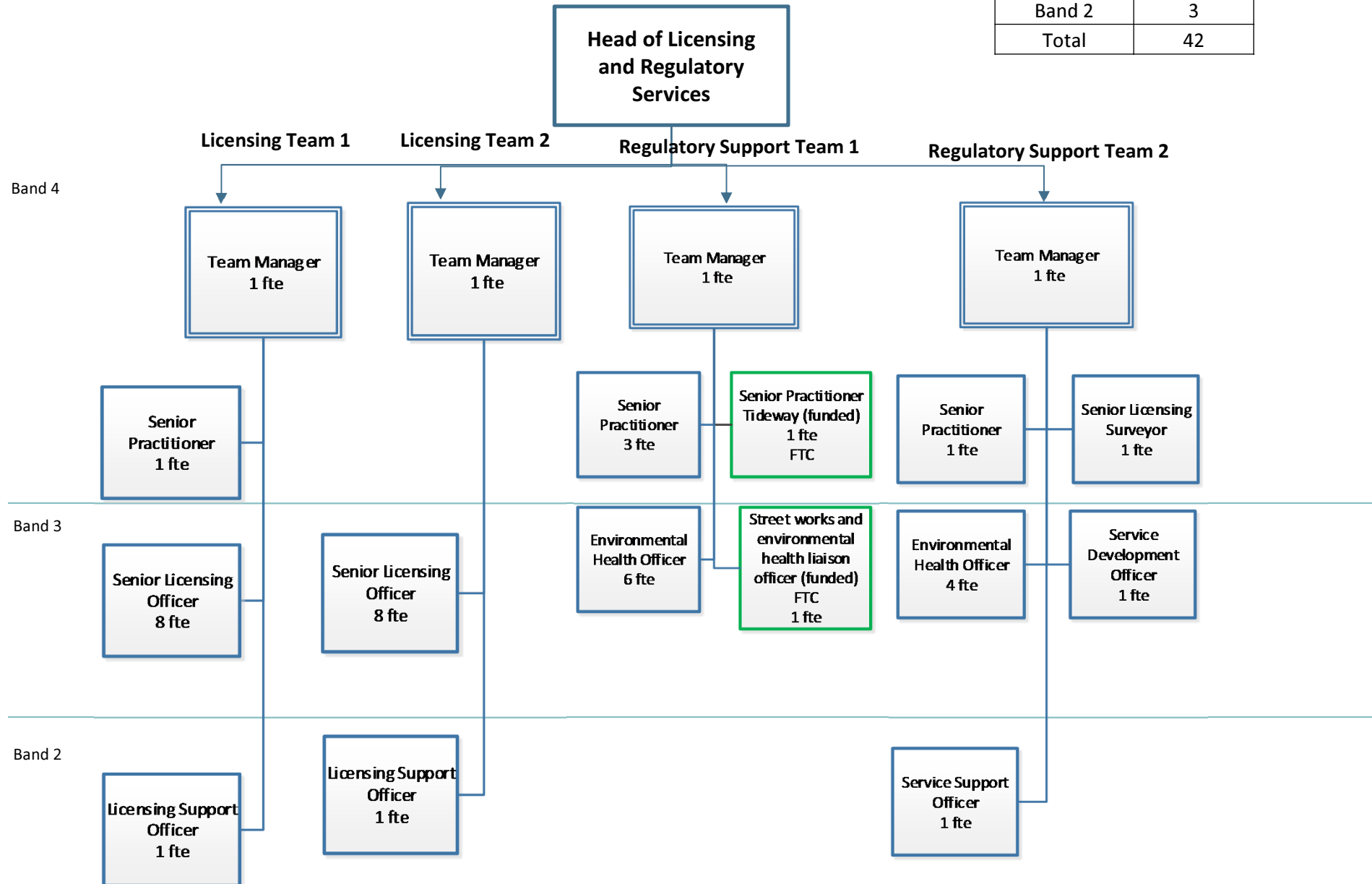
# Public Protection and Licensing: City Operations

Pay scale	To-be fte
Band 4	7
Band 3	6
Band 2	9
Band 1	1
<b>Total</b>	<b>23</b>



# Public Protection and Licensing: Licensing and Regulatory Services

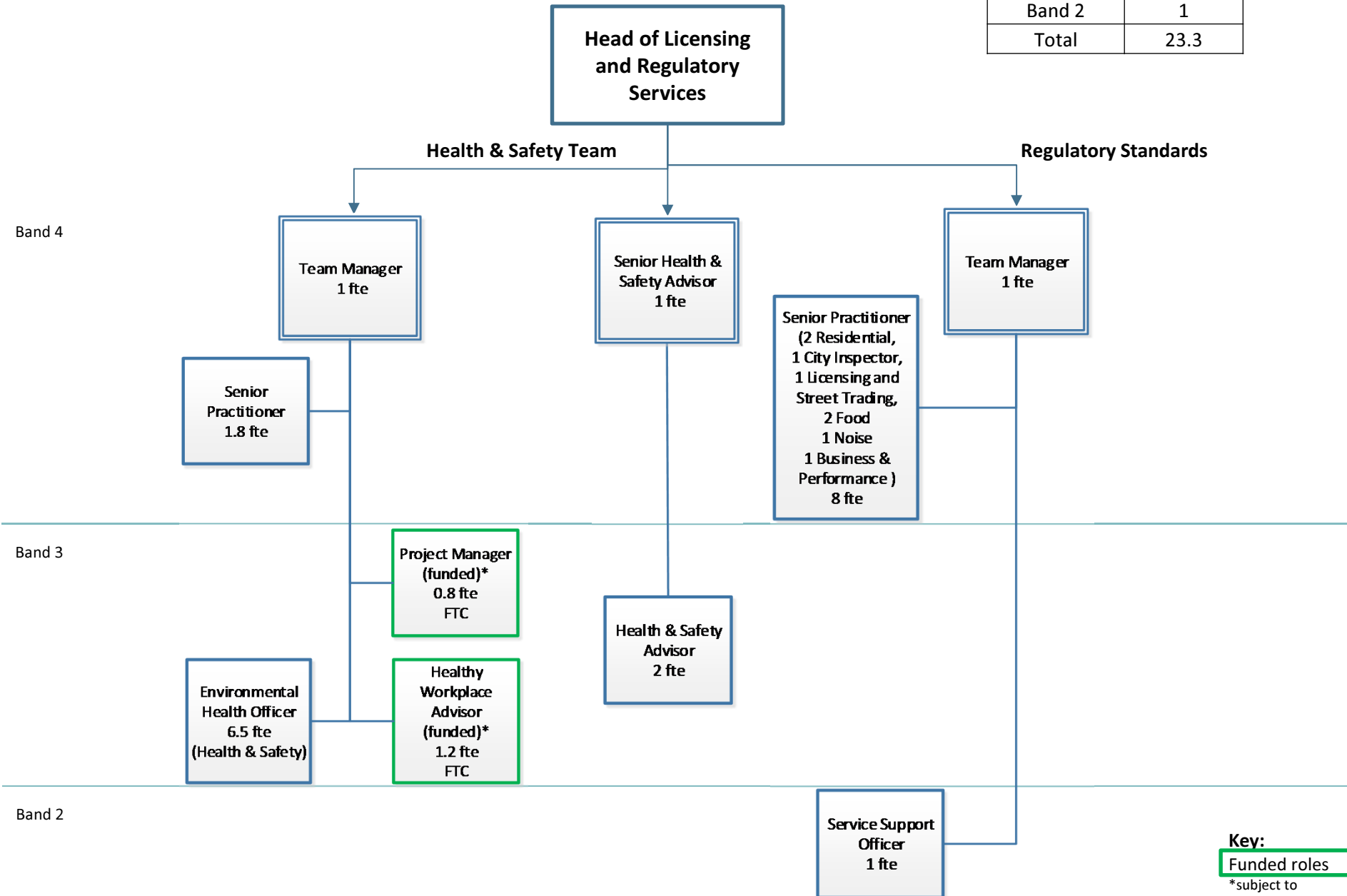
Pay scale	To-be fte
Band 4	11
Band 3	28
Band 2	3
Total	42



Key:  
Funded roles

# Public Protection and Licensing: Licensing and Regulatory Services

Pay scale	To-be fte
Band 4	12.8
Band 3	10.5
Band 2	1
<b>Total</b>	<b>23.3</b>



**Key:**  
Funded roles  
 \*subject to confirmation of funding