



ADUR DISTRICT
COUNCIL

Council
19 October 2023
Item 7A

**Extract from the minutes of the Joint Audit & Governance Committee - 26th
September 2023**

**JAGC/033/23-24 Organisational design and capability building - progress
update**

In 2022 the Chief Executive, the Corporate Leadership Team and the wider staff leadership team worked collaboratively together in order to design a new corporate plan for the organisation.

Members asked about reviews of the structure to monitor if savings had been achieved, what was being done to encourage more women and minority groups into leadership positions, recruitment retention, front line staff, involvement of residents in delivering services and the use of AI technologies.

Members were informed that the current focus was on bringing in the new leadership structure and that a performance management framework would be taken to the Joint Overview and Scrutiny Committee in November. Equality was being threaded through the organisation with encouragement for more women and minority groups to go for positions in upper management.

The new People and Change division would be reporting directly to the Chief Executive with focuses on retention and development and that local government was constrained with focused, budget control measures but that through creative solutions and matrix systems, cross team collaboration would assist all front line staff. Members were also informed that resident involvement was already happening, with examples of the old police station in Lancing and a new housing development in West Durrington. Finally Members were informed that councils all over the country were looking at how new technologies and AI could benefit operations and free staff to interact more with the public.

Resolved:

The Joint Audit and Governance Committee:

- I. Noted the progress made by the Chief Executive in undertaking the organisational design changes outlined in this report.
- II. Noted the structure of the new senior leadership team, including the

organisation, management, number and grades of senior staff and their associated functions.

- III. Noted the ongoing work of reshaping the organisation, changing the way the councils work and improving the delivery of corporate Priorities.
- IV. In compliance with the Councils' Constitutions recommended to both Full Councils to note the overall departmental structure of the Councils, the management structure and the deployment of Officers.**

(Link to the report on the website e.g. [Joint Audit & Governance Committee - 26th September 2023](#))



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**Extract from the minutes of the Adur Joint Strategic Sub-Committee - 27th
September 2023**

**AJSSC/00x/23-24 Financial Performance 2022/23 - Capital & Projects
Outturn**

The report outlined the financial monitoring position for the end of the 2022/23 financial year for capital schemes included in the capital programme of Adur District Council. This included progress on joint initiatives with the Council's partner Worthing Borough Council.

Information was also provided in respect of capital receipts for the constituent authority.

Resolved

That the Joint Strategic Sub-Committee

- 1) Noted the outturn position for 2022/23;
- 2) **Recommended to Adur District Council that**
 - a) the overall capital final outturn for 2022/23 be noted
 - b) the net carry over of General Fund Capital underspends for Adur District Council as detailed in paragraphs 5.4 be noted
 - c) the financing of the Adur District Council 2022/23 Capital Investment Programme, including the use of capital receipts as set out in paragraphs 5.1 and 5.2 be approved
 - d) the carry forward of Council resources underspends to fund budget pressures as detailed in paragraph 4.2.2. and summarised in paragraph 5.4. Be approved
 - e) the final projected benefit from completed invest to save schemes as outlined in Appendix 3 be noted

(Link to the report on the website e.g. [Adur Joint Strategic Sub-Committee - 27th September 2023](#))