

AMENDED REPORT



Item No: 3.8
Title: Interim Organisation Structure of Council
Department: Interim General Manager

25 May 2016 Extraordinary Council Meeting

D12340131

Report Purpose:

A report on the proposed interim organisation structure of Council.

Recommendation:

- 1** *That Council determine, pursuant to s. 332(1) of the Local Government Act 1993, that the interim organisation structure of Council is as set out in attachment 1 to this report.*
- 2** *That Council delegate to the Interim General Manager, pursuant to s. 377(1) of the Local Government Act 1993, the function of determining positions within that interim organisation structure that are within any Directorate.*
- 3** *That the position of Interim General Manager be determined to be Chief Executive Officer.*

Content:

At about 12.10pm on 12 May 2016 the Local Government (Council Amalgamations) Proclamation 2016 ("the Proclamation") was made, resulting in the constitution of the Central Coast Council, and the dissolution of the former Gosford City Council and the former Wyong Shire Council ("the Former Councils"): ss. 218A and 219 of the Local Government Act 1993 ("the LG Act"). Clause 29 of the Proclamation states that "(t)he initial organisation structure of a new council is, as far as practicable, to be a composite of the organisation structures of each of the former councils".

Since 12 May 2016 the organisation structure of Council has been "a composite" of the organisation structures of the Former Councils. The organisation structures of the two Former Councils are quite different, with a different management hierarchy and significantly different assignment of functions and responsibilities. This has, not surprisingly, manifested itself in less than optimal decision making within Council since 12 May 2016. It is necessary that Council determine an interim organisation structure to address the significant difficulties created by the indistinct composite of the organisation structures of the two Former Councils that applies by the operation of cl. 29 of the Proclamation.

3.8 Interim Organisation Structure of Council (contd)

The interim organisation structure set out in attachment 1 to this report is intended to provide a short to medium term solution to the abovementioned difficulties. It is expected that there will be a need for further organisation structures to be made in the future, as the merger and improvement of systems and processes of the Former Councils proceeds.

The adoption of the proposed interim organisation structure will not contravene ss. 354F – 354I (inclusive) of the LG Act.

Proposal:

It is recommended that Council determine that the interim organisational structure of Council is as set out in attachment 1 to this report.

Consultation:

There is a possibility that Council will need to consult under cl. 39 of the *Local Government (State) Award 2014* if the change to the organisational structure of Council is likely to have significant effects on the employment of employees that are subject to that Award.

Financial Impact:

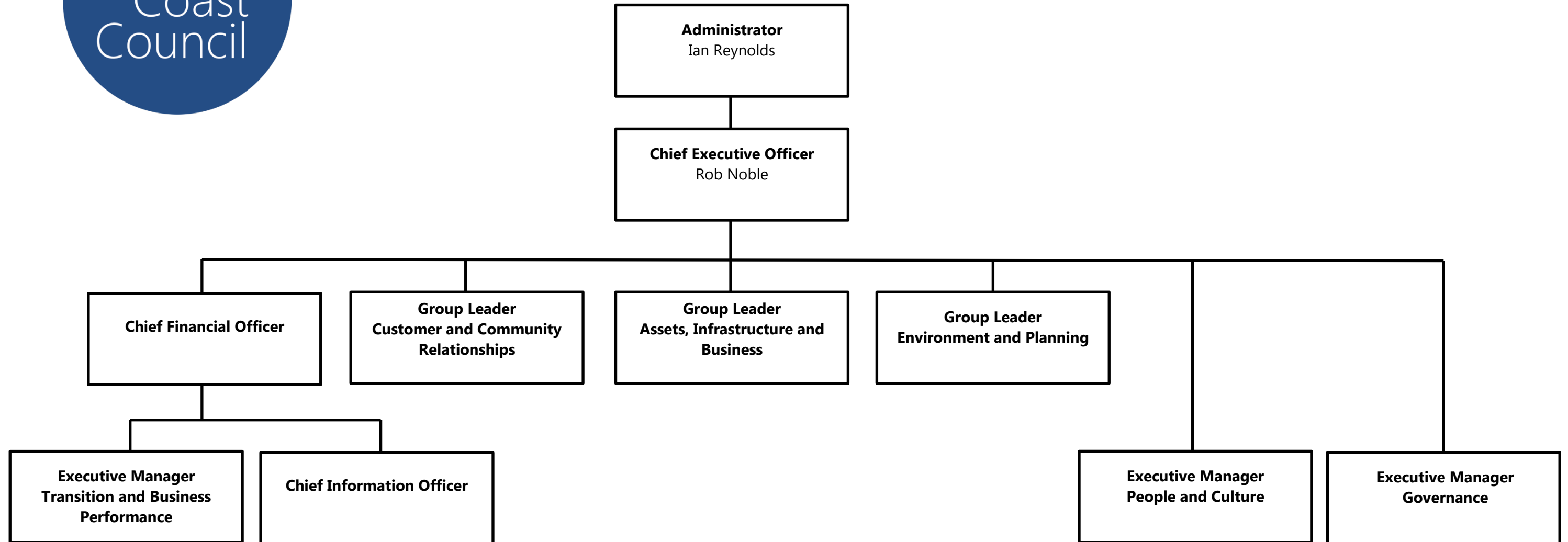
The nett financial impacts have not been quantified but are anticipated to confer a significant long term nett fiscal benefit to Council, by virtue of more efficient and effective management of the affairs of Council.

Attachments

- 1 Proposed Interim Organisational Structure



**Central Coast Council
Interim Executive Structure**



Supporting Principles:

- Customer Focus
- Leadership
- Engagement
- Collaboration
- Innovation
- Integrity
- Professionalism
- Courage