

THE ROYAL BOROUGH OF KENSINGTON AND CHELSEA

CABINET AND CORPORATE SERVICES SCRUTINY COMMITTEE - 17 NOVEMBER 2014

TRI-BOROUGH UPDATE - RBKC EMPLOYEES WHO ARE WORKING IN TRI-BOROUGH, BI-BOROUGH AND SINGLE-BOROUGH (‘SOVEREIGN’) SERVICES

Introduction

- 1 This note lists which parts of the Kensington and Chelsea workforce are integrated into a tri-borough service or a bi-borough service with Hammersmith and Fulham. It also identifies the ‘sovereign’ areas of work which are not shared with other Councils.
- 2 Since 2013 all newly recruited or promoted Kensington and Chelsea staff, regardless of the type of service they are in, have had a ‘mobility’ clause in their employment contracts, which allows the Council to require them to work at any office location across the Tri-borough area, and to work if required under S113 on behalf of the other Tri-borough Councils.

Single-borough (‘Sovereign’) Services

- 3 The following parts of the Council’s services are ‘sovereign’; that is they are organised and run entirely within Kensington and Chelsea and not shared with the other Councils. The Chief Officers in these services report directly to Mr Holgate. In addition to the departments listed below there is a small ‘Chief Executive’s’ group consisting of Mr Holgate’s secretariat and the Corporate ‘Space’ team:

Department	Chief Officer	RBKC Headcount
Corporate Property and Customer Services ¹	Mr Clark	134
Housing Management	Ms Johnson	109

¹ An exception to the sovereign position of corporate property and customer services is that the tri-borough Intelligent Client Function for facilities management reports to Mr Clark.

Finance	Mr Jolapara ²	30
Planning & Borough Development	Mr Bore	110
Policy and Partnerships Unit	Mr Redpath ³	106
Revenues and Benefits ⁴	Mr Morse	117

Bi-borough Services

- 4 The following services are integrated on a Bi-borough basis. Except where indicated, the Chief Officer in charge of the department and the Executive Director to whom they report are Hammersmith and Fulham employees:

Department	Chief Officer	Executive Director	RBKC Headcount
Environment, Leisure & Resident Services		Ms Carpenter	117
Cleaner, Greener & Cultural Services	Ms Harris		60
Customer & Business Development	Ms Bayliss		18
Finance & Resources	Mr Jones		6
Safer Neighbourhoods	Mr Page [H&F only]		33
Transport & Technical Services		Formerly Mr Pallace, currently vacant	183
Environmental Health	Mr Austin		84
Transportation & Highways	Mr Siddiqi [RBKC]		99
Legal Services	Ms Shawkat	Mrs West	31
Human Resources	Ms Morris	Mrs West	52

² Mr Jolapara is a bi-borough appointment but leads a sovereign service, part of which is being turned into an outsourced, tri-borough service.

³ Mr Fitzpatrick and the media and communications team report to Mr Redpath. They are a sovereign service though they draw on a design function with Hammersmith & Fulham.

⁴ A technical support function led by Mr McIlroy is currently being shared with Hammersmith & Fulham.

Tri-borough Services

- 5 The following services are integrated on a Tri-borough basis. The table indicates which of the three Councils employs the Chief Officer in charge of the department and the Executive Director to whom they report. The information about Children's Services excludes schools. Adult Social Care is in the process of being re-organised; the information in the following table reflects the current, rather than the proposed new structure:

Department	Chief Officer	Executive Director	RBKC Headcount
<p>Children's Services</p> <p>[All Children's Services Chief Officers employed by RBKC except where indicated]</p> <p>Commissioning 28 Schools Commissioning / Education 72 LBHF Family Services 45 RBKC Family Services 411 WCC Family Services 28 Finance & Resources 22 Safeguarding, Review, QA 22</p>		Mr Christie	630
<p>Adult Social Care</p> <p>[All ASC Chief Officers employed by LBHF except where indicated]</p> <p>Commissioning 12 Finance & IT 33 Operations 154 Procurement, BI and Workforce Dev 14 Provided Services & MH Partnerships 80</p>		Mrs Bruce [LBHF]	293
<p>Libraries and Archives</p> <p>[All L&A Chief Officers employed by WCC]</p> <p>Community Development 7 Operations 90 Reference & Information & Other 30</p>		Mr Clarke [WCC]	127
Information Systems Division	Mr Garcez [LBHF]	Mrs West [LBHF]	81
Audit, Risk, Fraud, Insurance	Ms McGarvey [RBKC]	Mr Holgate [RBKC]	23
Treasury & Pensions	Mr Hunt [wcc]	Mr Mair	2

Management		[WCC]	
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