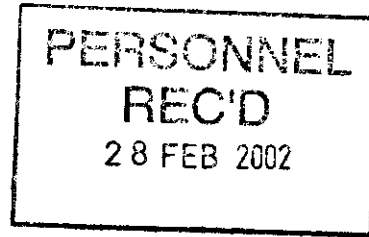




Ref: EP/JS/MPO

IN THE SOUTHERN REGION

Yvonne Harris
Personnel Manager
Dover District Council
White Cliffs Business Park
Dover
Kent
CT16 3PJ



27th February 2002

Dear Ms Harris

Having had an opportunity to discuss the implementation of the new management's structure report, there are a number of issues which will have a detrimental affect on MPO members, which I would like your individual comments on before I make an official response on the document to the Council.

The major concerns are as follows: -

- 1.) *The present structure allows for a line management of a Section 151 Officer reporting directly to a Director of finance and manages financial services, with clear lines of accountability and responsibility.*

Whereas the proposed structure shuts of the financial management structure at Section 151 Officer. The role of this officer is, in our opinion, far more important to the Council because of its legal obligations than is prepared for within the new structure. It could, in fact, demean the role of a Section 151 Officer, together with the responsibilities. Thus causing a problem for our members at this level and below.

- 2.) *The proposed structure allows for a Strategic Director of Resources with overall responsibility for a Section 151 Officer. If, in our view, these two posts were combined this could cause a potential redundancy for the Strategic Director's post or its incumbent.*

Cont'd/2...

GMB, BRITAIN'S GENERAL UNION

Regional Secretary: Derek Hunter General Secretary: John Edmonds

3, PARKVIEW ROAD, WELLING, KENT DA16 1SZ. TEL: 020-8303 3407 FAX: 020-8303 1781

Due to the time restrictions and the need to take 'on board' all members' comments, observations on the proposals, I am of the belief that we should seek an extension of time for meaningful consultation on these matters. Having taken account of the comments made by the District Auditor and QC there is a potential for the Council to find itself in some difficulties.

Another major concern is that criticism could be levied at Officers who have a pecuniary interest in the report. The GMB's position would be to ensure that we protect, in so far as we possibly can, all member's terms and conditions and security of employment, whilst ensuring that no allegations can be levied against them, either now or in the future.

It is therefore imperative that you agree that we need to have further discussions so that a counter proposal can be put forward to protect all interests and therefore we immediately seek an extension of time for consultation and input into the report.

Yours sincerely

Ted Purcell

TED PURCELL

GMB Organiser

*cc: Jim Horne – Head of Legal Services
Tony Stickels – Chief Housing Officer
Linda Golightly – Chief Environmental Health Officer
Christine Waterman – Head of Museums, Arts & Tourism
Bob Kersey – Chief Engineer and Recreation Officer
Peter Riggs – Chief Accountant and Manager
Mike Dawson – Chief Planning Officer
Stephen Bennett – Chief Finance Officer
Mandy Beer – Chief Finance Officer
Andrew Watson – IT Manager
Paul Wyles – Corporate Services Manager*