

7.0 Divisional Structure

7.1 The proposals concerning Human Resources and Development Control – which had been divisions within their own right since reorganisation in 2002 - provide the opportunity to reduce the number of divisions from eight to six in line with the rationale at 4.1.

7.2 The following divisions and associated service portfolios are being proposed:

Organisational Development	Communications Business Support Customer Services Human Resources
Direct and Contract Services	Direct Services Contract Services Leisure and Recreation
Corporate Governance	Legal Services Internal Audit Democratic Services
Policy & Performance	Planning Policy Housing & Community Development Performance
Resources	Accountancy Benefits Council Tax Property
Regulatory Services	Development Control Building Control Environmental Health Community Protection

7.3 It is proposed that the designation of Assistant Directors managing the above six portfolios be changed to 'Directors'. The reason for this is to try to overcome the confusion amongst staff, Members and stakeholders concerning the unusual management structure in East Herts Council. It is more common for the designation of 'Assistant Director' to be used for third tier posts; the designation of 'Director' will more accurately reflect their role as second tier officers.