

Adjustment to Stronger Together Organisational Structure

Special Committee

Date: 19th March 2012

Author: Leader of the Council and Chief Executive

Parish / Wards Affected: All

Purpose

- To seek Special Committee's endorsement, on behalf of the Council, to changes to the Stronger Together Tier 2 structure and appointments to it, following the recommendations made in respect of Tier 2 appointments by the Appointments Sub Committee on 24 October 2011.

Recommendations

That the Special Committee, on behalf of the Council:-

- (1) Approves the changes to the Stronger Together Tier 2 structure as referred to in paragraphs 2.5 to 2.10 of the report. The revised structure to be implemented by 1 April 2012 or such date as may be determined by the Chief Executive.
- (2) Notes and endorses the appointments made by Chief Officers Appointments Sub-Committee on 24 October 2011.
- (3) Authorises the Director of Law and Democratic Services to amend the Council's Constitution accordingly.
- (4) Authorise the Chief Executive to finalise all outstanding terms and conditions that remain to be resolved, including salaries, in consultation with the Leader of the Council.

1. Reasons

- 1.1. The Council or its Special Committee is required to approve changes to the Council's Management Structure, which is set out in Part 7 of the Council's Constitution.

2. Detail

- 2.1. The full proposal for the Council to work in a significantly different way, supported by a new organisational model (Stronger Together) was considered and approved by the Council on 21st July 2011.
- 2.2. As part of that approval, Council agreed:

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- The organisational model detailed in the joint report, that would enable an ongoing reduction of £1.2m in management costs by April 2013;
 - Authority for the Chief Executive to restructure the organisation on the basis of the principles set out in the joint report, with implementation to commence following the appointment to Tier 1 posts, with a view to the new management structure being fully operational by 1st April 2012.
- 2.3. Following interviews for the Tier 1 posts, the Chief Officers Appointments Sub-Committee met on 29th September 2011 to appoint to the new Tier 1 structure. Members of the Sub-Committee were Councillors Roderick Bluh (Chair), Garry Perkins, David Renard, Fionuala Foley, Jim Grant and Des Moffatt.
- 2.4. Changes to the Structure and appointments to the revised structure were agreed by Special Committee on 31st October 2011. Please see the final structure chart for Tier 1 at Appendix 1.
- 2.5. Following the appointments to Tier 1, the posts at Tier 2 were advertised within the organisation. Applicants were shortlisted and interviews took place throughout October.
- 2.6. The Chief Officers Appointments Sub-Committee met on 24th October 2011 to appoint to the new Tier 2 structure.
- 2.7. Following the meeting of the Appointments Sub-Committee of 24th October and the tragic death of one of the appointees, Mr Roger Byrne, the following changes are proposed to be made to the Tier 2 structure and appointments to it:
- The post of Service Delivery Lead for Leisure, Libraries and Culture to be deleted;
 - The post of Lead Commissioner, I Like Where I Live to be deleted;
 - A new post, combining the responsibilities of the two roles above, of Head of Leisure, Libraries, Culture and Traded Services to be created; and
 - Mr Ian Bickerton, the successful candidate for the post of Lead Commissioner, I Like Where I Live, to be appointed to the new post of Head of Leisure, Libraries, Culture and Traded Services.
- 2.8. There is no specific statutory or constitutional requirement to advertise jobs that will be appointed exclusively from amongst existing officers of the Council and it was agreed not to advertise the new role of Head of Leisure, Libraries, Culture and Traded Services. It is felt that the skills and experience required for this role have been demonstrated by Mr Bickerton

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through the selection process for the original role at Tier 2 and that no other candidates had demonstrated the skills and experience required.

- 2.9. All staff have been informed of the proposed structure and no formal complaint or representation has been made to the Council from anyone stating that they would have applied for the post if advertised.
- 2.10. The Special Committee is asked to note that some job titles have been revised, to ensure consistency across the organisation at Tier 2. These changes have had no impact on the accountabilities for the roles.
- 2.11. The Special Committee is asked to endorse the proposed revised Tier 2 structure as set out in Appendix 1 and to authorise the Chief Executive to finalise all outstanding terms and conditions that remain to be resolved, including salaries, in consultation with the Leader of the Council to enable implementation of the new structure by 1st April 2012 or such date as he may determine.

3. Alternative Options

- 3.1. The Council could determine not to change its Management Structure and to seek to appoint by way of a further recruitment exercise to the original structure approved by the Council in July 2011. However, it is believed the proposal in the report is the most appropriate to enable the delivery of Stronger Together and the Council's aims under One Swindon.

Risk Management

Financial Implications

- By combining two Tier 2 roles into one, savings in the region of £50,000 have been made. These savings have contributed to the £1.2m savings in management costs, which we have committed to achieve by April 2013.

Legal / Human Rights Implications

- Legal and Human Rights considerations have been taken fully into account in compiling this report. It is considered that the recommendations of this report are compatible with convention rights.

Other Implications

- Equality and diversity implications have been considered in the development of this report. The Stronger Together report to Council on 21st July 2011 confirmed that diversity impact assessments will be carried out for the different work streams that will make up the programme of change.

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Links to Corporate Plans and Policies

- These proposals directly contribute to the Corporate Plan theme – Transforming the Organisation.

Consultees

- The Director of Finance (Section 151 Officer) and Director of Law and Democratic Services (Monitoring Officer) are consulted in respect of all reports.

Background Papers and Appendices

- Appendix 1 – Agreed Tier 1 Structure and Proposed Tier 2 Management Structure.