

Adjustment to the Organisational Structure

Special Committee

Date: 10 December 2012

Author: Leader of the Council and the Chief Executive
Wards: All
Locality Affected: None
Parishes Affected: None

1. Purpose and Reasons

- 1.1 To seek Special Committee's endorsement, on behalf of the Council, to changes to the Tier 1 and Tier 2 structure, following the recent restructuring consultation processes.
- 1.2 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. Recommendations

The Committee is recommended to:

- 2.1 Approve the changes to the Tier 1 and Tier 2 structure as set out in the report
- 2.2 Authorise the Chief Executive to implement the revised structure by 1 April 2013, or such earlier date as he may determine.
- 2.3 Authorise the Director of Law and Democratic Services to amend the Council's Constitution accordingly.

3. Detail

- 3.1 As part of this reduction in management costs we are proposing to reduce our Board Director posts by one. It is proposed to delete the post of Board Director Transformation and Strategic Projects.
- 3.2 As a result of the deletion of the post of Board Director Transformation and Strategic Projects, Tier 2 posts that previously reporting into this role, along with their teams, will align to remaining Board Member posts as shown below:

Job Title	New Reporting Line	Additional Information
Director of Law & Democratic Services	Board Director Commissioning (DCS/DASS)	Continued reporting line directly to the Chief Executive on Monitoring Officer matters

Further information on the subject of this report can be obtained from Nicola Houwayek, 07824 550456, nhouwayek@swindon.gov.uk.

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Head of People & Change	Board Director Resources (previously Board Director Finance, Revenues, Benefits and Property)	Function to be renamed People & Development
Head of Strategy & Innovation	Board Director Commissioning (DCS/DASS)	Function to be renamed Strategy & Research
Head of Core Process, Information & Technology	Post Deleted	
Transforming Technology & Information Lead	Board Director Resources	Previously a Tier 3 post reporting into the Head of Core Process, Information & Technology. To be renamed Head of ICT Strategy.

- 3.3 Recognising the increasing accountability of the current post of Board Director Finance, Revenues, Benefits and Property, it is proposed that this post be renamed Board Director Resources.
- 3.4 In addition to the above changes, it is proposed that the Head of Corporate Finance role be formally expanded to include responsibility for change leadership in support of the Commissioning and Resources areas and that this post also undertakes the functional leadership and staff responsibility for the financial disciplines associated with reshaping the Council's financial resources (General Fund). This role will be renamed Change Leader and Head of Finance. The Board Director Resources would retain the statutory s151 duties for the Council's overall finances and direct responsibility for staff supporting the Housing Revenue Account, Capital, Schools and the more technical aspects of Finance.
- 3.5 The existing Stronger Together Programme Director post will provide the same change leadership support as outlined in Para 3.4 to Delivery and Localities and will retain the functional responsibility for the Stronger Together Programme Direction. This role will be renamed, Change Leader and Programme Director Stronger Together.
- 3.6 The posts of Change Leader and Head of Finance, and Change Leader and Programme Director Stronger Together, will be jointly responsible for directing organisation-wide change programmes and will therefore report to the Chief Executive for this new aspect of their roles. Reporting lines for the other elements of their roles will be unaffected.

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- 3.7 All the above changes have been formally consulted on with staff.
- 3.8 The current structure chart is shown at Appendix 1. The final proposed structure chart is shown at Appendix 2

4. Alternative Options

- 4.1 The Council could determine not to change its management structure. However, it is believed the proposal in the report is the most appropriate to enable the on-going delivery of Stronger Together and the Council's aims under One Swindon as well as providing necessary savings from management posts.

5. Implications, Diversity Impact Assessment and Risk Management

Financial and Procurement Implications

- 5.1 The reshaping of the enabling functions as a whole will contribute around £330k to the 2013-14 Budget savings. Within this, the reshaping of the Tier 1 and Tier 2 structure contributes £210k. These savings have been reflected in the Draft Budget proposals to be considered by Cabinet on 12th December 2012.

Legal and Human Rights Implications

- 5.2 The proposals are in accordance with the relevant statutory provisions and the relevant Council policies.
- 5.3 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.

All Other Implications (including Staff, Sustainability, Health, Rural, Crime and Disorder)

- 5.4 This report has no other specific implications.

Links to One Swindon, Strategic Objectives, Plans and Policies

- 5.5 There are specific links to One Swindon and to emerging Plans and Policies associated with Stronger Together.

Diversity Impact Assessment

- 5.6 Diversity Impact Assessments (DIA) were undertaken as part of the formal staff consultation process. No adverse impact was identified.

Risk Management

- 5.7 There are no significant identified risks.

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6. Consultees

- 6.1 The Board Director Finance, Revenues, Benefits and Property (Section 151 Officer) and Director of Law and Democratic Services (Monitoring Officer) are consulted in respect of all reports.

7. Background Papers

- 7.1 None

8. Appendices

- 8.1 Appendix 1 – Current Structure Charts
8.2 Appendix 2 – Proposed Structure Charts