

Adjustments to the Council's Organisational Structure

Special Committee

Date: 18 March 2013

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 Management Structure.
- 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 Management Structure as referred to in paragraph 3.3 of the report. The revised structure to be implemented on 1st April 2013.
- 2.2 Authorise the Director of Law and Democratic Services to amend the Council's Constitution accordingly.
- 2.3 Agree the position with regard to the number of Locality Lead officers.

3. Detail

- 3.1 The current organisation structure was approved by Special Committee on 19th March 2012 with amendments agreed by Special Committee on 10th December 2012.
- 3.2 Since that time, various reviews have taken place in order to identify cost savings, ensure that our safeguarding requirements are managed in the most effective way and to deliver our strategic objectives in the most effective and efficient way. The outcome of these reviews and the impact of the transfer of Public Health into the Council on 1 April, in terms of structural changes, is outlined below and shown in the attached structure charts.
- 3.3 The changes are as follows:
 - 3.3.1 The Board Director Commissioning to have line management responsibility for the Director of Public Health, following the transfer of the public health function to the Council on 1st April 2013. Accountability for the exercise of the local authority's public health statutory responsibilities,

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in consultation with Public Health England, will be directly to the Chief Executive.

3.3.2 The post of Board Director Localities to be deleted and accountabilities for this role to be shared across other existing managerial roles as detailed below.

- The Change Leader and Programme Director Stronger Together to have accountability for leading the Localities Function (including Locality Lead posts and Locality Facilitator posts). Please note that the structure for this team is being finalised and will be tabled as a supplementary paper at the meeting, for information.
- The Head of Strategy and Research to be responsible for the One Swindon and Community Budgets.
- The Chief Executive to have line management responsibility for the Head of Communications and Insight.

3.3.3 The Head of Children and Families to transfer from reporting to the Board Director Service Delivery to the Board Director Commissioning.

3.3.4 The Head of Commercial Services to transfer from reporting to the Board Director Commissioning to the Board Director Service Delivery.

3.3.5 Line management for Leisure and Culture Commissioning to transfer from the Head of Commercial Services to the Head of Leisure, Libraries, Traded Services and Culture.

3.3.6 Responsibility for Housing Strategy and for Highways and Transport Strategy to transfer from Head of Commissioning, Economy/Attainment to the Head of Housing Services, and the Head of Highways and Transport, respectively.

3.4 The current structure chart is shown at Appendix 1. The final proposed structure chart is shown at Appendix 2.

3.5 At the budget meeting of Council on 21st February 2013 it was agreed, inter alia, to:

“(iv) Ensure 7 Locality Lead posts remain and that these posts are linked to the existing Localities whilst allowing Locality Leads to also drive the Change Projects”

3.6 At the Corporate Governance Review Working Group meeting on 7th March 2013, Group Leaders asked that this be clarified as the intention is simply that each of the 7 Localities have a designated Locality Lead, rather than there be 7

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separate individuals designated as Locality Lead officers. The view of Special Committee is sought.

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 Deletion of the Board Director Localities post and other changes to the Localities Team will deliver savings of £339,000. All other changes will be managed within existing budgets.

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. A compromise agreement is not proposed or viewed as a necessary requirement in respect of this report.

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 A Diversity Impact Assessment (DIA) has not been undertaken at this stage as this report does not make any recommendations or have implications that affect services.

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 Management Structure Chart.
- 8.2 Appendix 2 – Proposed Management Structure Chart (to follow)