

Adjustments to Organisational Structure

Special Committee

Date: 26 March 2009

Author: Leader of the Council and Chief Executive

Parish / Wards Affected: All

Purpose

- To seek Special Committee's endorsement, on behalf of the Council, of proposed organisational restructuring changes, that will help to ensure that the way in which the Council's business units are organised remains fit for purpose, demonstrates value for money and supports the Council's strategic objectives.

Recommendations

1. That Special Committee, on behalf of the Council, approves with effect from the 1st April 2009:
 - The transfer of the Community Directorate to the Group Directorate of Environment and Regeneration.
 - The Environment and Regeneration Group Directorate be redesignated 'Group Directorate Environment, Regeneration and Community'.
 - The redesignation of the Environment and Regeneration Group Director to 'Deputy Chief Executive and Group Director, Environment, Regeneration and Community'.
 - The transfer of the delegations exercised by the current Director Property and Assets (Nos. 391 to 393) to the Group Director Business Transformation.
 - The deletion of the post of Director of Procurement and the post of Director of Property and Assets from the Management Structure.
 - The Council's Management Structure be as set out in Appendix 1 to the report.
2. That Special Committee, on behalf of the Council, authorises the Director of Law and Democratic Services to make the necessary changes to the Council's Constitution to recognise the organisational changes set out above.
3. The Special Committee is also asked to note the joint appointment of a new Director of Public Health, which was agreed by the Joint Selection and Appointments Committee on 6th March 2009.

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1. Reasons

- 1.1 Changes to the Council's high level organisational structure necessitates changes to the Council Constitution.

2. Detail

2.1 Environment and Regeneration - Community

2.1.1 With the Deputy Chief Executive and Group Director, Environment and Regeneration taking the lead responsibility for Connecting People, Connecting Places it is more effective for the Community Directorate to come under the direct control of this post. The Director of Community will also now be partly funded and take on some direct responsibilities for the Primary Care Trust (PCT) including:

- Leading on the development of an effective community engagement strategy for the Council and the PCT;
- Developing the Council's and PCT's relationship with the third sector to deliver more effective outcomes for the people of Swindon;
- Providing leadership for aspects of the World Class Commissioning competencies supporting development of local engagement capability and capacity within the PCT, with Practice Based Commissioners and within the wider NHS community.

2.1.2 In consequence, it is suggested that the name of the Group Directorate be changed to that of the Group Directorate Environment, Regeneration and Community, and that the title of the Group Director be amended, accordingly.

2.1.3 A structure diagram for the re-structured Group Directorate is attached.

2.2 Business Transformation – Property and Assets, and Procurement

2.2.1 For reasons of efficiency, the Director of Property and Assets role has been deleted from the Council's organisational structure.

2.2.2 In consequence, it is requested that the delegated powers for this role (namely, paragraphs 391 to 393 of the Scheme of Delegations which forms Part 8 of the Council's Constitution) be transferred to the Group Director, Business Transformation. It is anticipated that he will authorise the Head of Property Services to exercise those powers on his behalf in accordance with the enabling provisions of the Scheme of Delegations.

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2.2.3 For reasons of efficiency, the post of Director of Procurement has been deleted and a new Head of Procurement post been created. There are no specific delegations to the Director of Procurement in the Council's Scheme of Delegations but there is reference to that post in the Council's Contract Standing orders. Accordingly, it is requested that the Director of Law and Democratic Services be authorised to substitute the Head of Procurement for the Director of Procurement in such documentation.

2.2.4 A structure diagram for the re-structured Group Directorate is attached

3. Joint Appointments Swindon Primary Care Trust / Swindon Borough Council (Housing and Social Care)

3.1 Following the departure of Doctor Jane Leaman, Director of Public Health, the joint appointment of the new Director of Public Health was agreed by the Joint Selection and Appointments Committee on 6th March 2009. The new Director is Doctor Jennifer Harries. Dr Harries is currently Director of Public Health for the Monmouthshire Local Health Board and the Lead Commissioning Support to South East Wales Regional Commissioning Unit.

4. This, and the above changes, are set out in the attached revised Management structure diagram (Appendix 1).

Alternative Options

No change – maintain the status quo

Maintaining the status quo is not seen as an option as it does not enable the establishment of an organisational structure that is fit for purpose as well as ensure a balanced budget is delivered.

Risk Management

Financial Implications: The financial implications of the changes in senior management are summarised in the table below and bring a net annual saving to the General Fund of £198k. This saving has been reflected in the Council's Draft Budget proposals for 2009/10.

	Annual impact 2009/10 & 2010/11 (£000)
Saving on Deletion of post of Director Property Services	(106)
Net Saving on Deletion of the post of Director Procurement	(92)
Total Cost / -Saving	(198)

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

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Legal / Human Rights Implications

- Consistent with the Council's policy on managing organisational change, consultation has occurred with affected staff and, where appropriate, their representative trades unions.
- The Director of Law and Democratic Services is authorised to make the necessary changes to the Council's Constitution to reflect the proposed organisational restructuring and ensure compliance with the provisions of the Local Government Act 2000 and related legislation and Regulations.

Links to Corporate Plans and Policies (in particular to Swindon 2010 Promises)

- These proposals directly contribute to the Corporate Plan theme – Transforming the Organisation and are a key enabler to the delivery of the 50 Promises.

Consultees

- The Director of Finance (Section 151 Officer) and Director of Law and Democratic Services (Monitoring Officer) are consulted in respect of all reports.
- Corporate Board
- Group Director Environment and Regeneration
- Group Director, Housing and Social Care
- Group Director, Business Transformation

Background Papers and Appendices

Appendix 1 – Existing and Proposed new Management Structure (effective 1 April 2008)