

**REPORT TO THE PERSONNEL, LICENSING  
AND ADMINISTRATION COMMITTEE**

Report No. 11

Date of Meeting	14 January 2008
Title of Report	<b>Review of the Senior Management Structure of North Wiltshire District Council – Current Position and Completion of Process</b>
Link to Corporate Priorities	The proposal cuts across a number of the Council's priorities but a major rationale was in the area of "Customer Focus" within which the Council had an aspiration to create a customer service culture by investing in and empowering those who served the public.
Public Report	Yes

**Summary of Report**

This report informs Members of the progress made on the review, the impact on the decision to abolish North Wiltshire District Council and to create One Council for Wiltshire and in view of that decision, to confirm that the process is now at an end.

**Officer Recommendations**

**That the current position and the completion of the review be noted.**

Other than those implications agreed with the relevant Officers and referred to below, there are no other implications associated with this report.

Financial Implications	Legal Implications	Community & Environmental Implications	Human Resources Implications	Equality & Diversity Implications
Yes	None	None	Yes	None

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## 1. Background and Current Position

- 1.1 Following a decision by the Council, the Chief Executive supported by a Member Task Group, undertook a review of the Senior Management Structure of North Wiltshire District Council during 2007.
- 1.2 On the 22<sup>nd</sup> February 2007 a revised structure was approved (Appendix 1).
- 1.3 The process for recruitment began with the appointment of two Deputy Chief Executive Officers and these positions have been filled by Laurie Bell and Sue Pangbourne.
- 1.4 In accordance with the Council's Policies and procedures, appointment to the Heads of Service positions began with an internal recruitment process with the exception of the Head of Finance (Section 151 Officer) which was advertised externally. Five Heads of Service Positions were filled, including the Head of Finance. In normal circumstances an external process would have then commenced but as Members are aware, by this stage North Wiltshire District Council was under threat following the announcement regarding Wiltshire County Council's successful application for One Unitary Council in Wiltshire. Accordingly it was decided that the process should be ended and that the hybrid structure should pertain until the abolition of North Wiltshire District Council or in the unlikely event that the decision regarding One Council for Wiltshire was reversed.
- 1.5 The hybrid structure is set out in appendix 2 and for the avoidance of doubt it is confirmed that no further Head of Service positions will be filled on the basis set out in paragraph 1.4.

## 2. Financial Implications

- 2.1 In view of the challenging financial position prior to the 2007-08 budget, the Chief Executive was required to generate savings of £250,000 as part of the restructure process. These savings have been achieved.

## 3. Human Resource Implications

- 3.1 Clearly the Organisation review had HR implications on a number of staff.

<b>Appendices:</b>	<b>Appendix 1 – Revised Structure as at 22<sup>nd</sup> February 2007</b> <b>Appendix 2 – Hybrid Structure</b>
<b>Background Documents Used in the Preparation of this Report:</b>	

### Previous Decisions Connected with this Report

<b>Report</b>	<b>Committee &amp; Date</b>	<b>Minute Reference</b>