

Minute Extract of the Overview and Scrutiny Management Committee 21 June 2017 – Proposed Alignment of Council Structure to New Business Plan

The Leader of the Council, Baroness Scott of Bybrook OBE, presented a report previously considered confidentially at Cabinet on 20 June 2017, on aligning the council's management structure to ensure it could effectively deliver the proposed Business Plan.

It was noted that Wiltshire Council had made significant savings in relation to senior management when it eliminated the post of Chief Executive and reduced the number of Corporate and Associate Directors. The current model was for three Corporate Directors and thirteen Associate Directors, though interim arrangements had been in place since one of the Corporate Directors left the council in September 2016. The Leader requested her and the council's thanks be noted to the current Corporate Directors, Carolyn Godfrey and Dr Carlton Brand, and the Committee shared and endorsed this.

It was explained that discussions and analysis had shown that two Corporate Directors was not sufficient as a long term arrangement to deliver the strategic aims of the council and its Business Plan, and that in particular combined with the growing need to integrate health and social care services, it was felt that increasing the number to four Corporate Directors would deliver the most effective and efficient structure. It was also proposed that a single officer at Associate Director level hold the statutory post of Head of Paid Service, rather than rotate the role between Corporate Directors as with the current arrangements.

The Committee discussed the report from the Leader, noting that one Corporate Director role would be a joint appointment with the Clinical Commissioning Group to reflect the growing integration and partnership, and details were sought on the nature of the role, confirming it would have equal standing and salary as the other senior roles.

During discussion it was confirmed it was legal for the Head of Paid Service position to not be held by an officer in the top tier position of a structure, and Wiltshire had previously operated under such an arrangement. Details were also sought on any implications for the numbers of Associate Directors, and it was explained there would be a review of the roles following appointment of the Corporate Director posts, which included two new posts and an additional vacancy when Carolyn Godfrey left the organisation in the autumn of 2017.

Resolved

To note and support the proposed alignment of the council structure to the new Business Plan.