

Wiltshire Council

Cabinet

20 June 2017

Subject: **Proposed Alignment of Council Structure to the New Business Plan**

Cabinet member: **Baroness Scott of Bybrook OBE, Leader of the Council**

Executive Summary

1. Since 2009, when Wiltshire Council was formed, the council has focused on a single vision to deliver stronger and more resilient communities. This vision has driven an environment of innovation and change. The challenges the council faced meant that services had to be delivered in a different way to significantly reduce costs and achieve the right outcomes for local communities and residents.
2. The challenges continue with the ongoing reduction in funding from central government, and the increasing demands for some key frontline services. A draft business plan for the next ten years (2017 – 2027) will continue to focus on the vision to create strong communities and will also shape a portfolio of work to improve how we deliver services for residents and businesses across Wiltshire set against four priorities:
 - i. Growing the economy
 - ii. Strong communities
 - iii. Protecting those who are most vulnerable
 - iv. An innovative and effective council
3. Delivery of these priorities will be largely based on further developing our collaborative work with partners, businesses and local communities. This work will include, amongst other programmes, the integration of adult social care services and health, early intervention and prevention to protect those who are the most vulnerable, and growing the economy of Wiltshire.
4. To ensure delivery of the plan, we need to ensure that the council has an organisational structure aligned to the vision and priorities, as well as the strategic capacity and resilience to continue to meet the challenges ahead.
5. A review of the senior management structure at tier 1 has therefore now taken place, and a change to the current structure is proposed.

Proposal

That the cabinet:

- a) Considers the proposed alignment of council structure at tier 1, to the new business plan for 2017 - 2021.

Reason for Proposal

- The continued reduction in funding from central government, and the increasing demands that we face for our key frontline services, means that a new business plan for 2017 – 2027 will continue to focus on the vision and improvements in the delivery of services to the communities and businesses across Wiltshire.
- A key aspect in the delivery of the priorities is continuing our collaborative working with communities, partners and businesses. A number of programmes including the integration of adult social care and health, early intervention and prevention to protect those who are most vulnerable, and continue to grow the economy of Wiltshire.
- We need to ensure that the council has a structure that is aligned to the delivery of the business plan priorities, and provides the strategic capacity and resilience to continue to meet the challenges ahead.
- A proposed change in the senior management structure at tier 1 will provide the strategic capacity and resilience to deliver the priorities in the new business plan and the challenges ahead.

Baroness Scott of Bybrook, Leader of the Council