

Wiltshire Council

Cabinet

23 July 2013

Subject: **Proposed Alignment of Senior Management Structure To The New Business Plan**

Cabinet member: **Cllr Jane Scott, Leader of the Council**

Executive Summary

In 2009 a senior management structure was implemented to reflect the transition into a new unitary council. The structure focused on specific service areas with the aim of maintaining a seamless transition and minimising the impact on customers and service users. A four year business plan was approved by council in September 2011 which set out the service priorities for the council.

In November 2011 a new leadership model was implemented that included removing the post of chief executive and creating three corporate directors and a joint director for public health, supported by 18 service directors.

A further review in December 2012 reflected the integration of public health into the council and the merger of the joint director of public health with a corporate director post, creating a new leadership model of three corporate directors.

Following the elections in May 2013, a new business plan was drafted reflecting the challenges and changes that the council faces in the next four years. The plan has moved from transition and service specific towards transformation, innovation and themed areas of delivery. The business plan will be discussed by cabinet on the same agenda as this paper and, if approved, will go to full council on 3 September 2013.

It is proposed that the senior management structure is reviewed to reflect the draft business plan.

The proposed restructure, if approved, will be implemented following full council approval of the new business plan.

Proposal

That the cabinet:

- a) Considers the proposed review of the senior management structure in line with the draft business plan 2013 – 2017.

Reason for Proposal

The new draft business plan reflects the challenges and changes that the council faces in the next four years.

It has evolved from being service specific and focusing on protecting the most vulnerable in our communities, investing in services and making savings; to a themed based focus that will continue to protect the most vulnerable, boost the local economy, do things differently through being more innovative and deliver further savings. The proposed senior restructure will align posts to reflect the business plan 2013 - 2017.

Dr Carlton Brand, Carolyn Godfrey, Maggie Rae, Corporate Directors