

Wiltshire Council

Cabinet

24 September 2013

Subject: **Update on the proposed alignment of senior management structure to the new business plan**

Cabinet member: **Cllr Stuart Wheeler - Cabinet Member for Hubs, Heritage & Arts, Governance (including information management), Support Services, HR, Legal, ICT, Business Services, Democratic Services**

Key Decision: **No**

Executive Summary

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. To support the delivery of the new business plan it was proposed that the senior management structure is reviewed to reflect the draft business plan and a proposed restructure, if approved, would be implemented following full council approval of the new business plan.

At its meeting on 23 July Cabinet were asked to note that:

- a. Consultation on proposals to implement a new senior management structure will start week commencing 9 September 2013.
- b. That the job title for service director will change to associate director as a result of the proposed changes to the structure.
- c. In the case of the joint associate director of finance the selection process will be done jointly with the Police and Crime Commissioner.

The business plan was approved by full council on 3 September 2013.

Collective consultation with the service directors affected by the proposals commenced on Wednesday 11 September 2013. As a result 12 service directors have been placed at risk of redundancy.

A global communication was also sent to all staff at the council on 11 September 2013 outlining the proposed senior management structure and inviting feedback and comments on the proposals.

Feedback and comments on the proposals is required by Friday 20 September, after which the corporate leadership will consider the feedback and comments received, and will make changes to the proposed structure if appropriate.

A report will be presented to Cabinet on 24 September outlining the final structure.

Proposal

That cabinet receives a report outlining the final proposed senior management structure, based on the feedback and comments received during the initial period of consultation on the current proposed structure.

Reason for Proposal

The deadline for feedback and comments on the current proposed senior management structure is Friday 20 September 2013 and therefore a decision on any proposed changes to the structure cannot be made until after that date.

As a result the final proposed senior management structure will not be available until week commencing 23 September 2013, and a report outlining the final structure will be presented to Cabinet on 24 September 2013.

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