

**JOINT OVERVIEW AND SCRUTINY TRANSITION BOARD**  
**26 SEPTEMBER 2008**

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**Follow-Up to Questions Previously Posed****1. Organisational Structures**

- 1.1. **Chief Executive:** How the responsibilities of the Director of Policy, Research and Communications will relate to the development of the community strategy and partnership working - and the Director of Community Leadership?
- 1.2. Niki Lewis, as Director of Community Leadership and Support, will have responsibility for the Community Strategy and Community Area Governance and will support the Wiltshire Assembly; Laurie Bell, as Director of Policy, Research and Communications will have responsibility for developing and coordinating the Corporate Plan, the Corporate Communications' Strategy and specific areas of cross cutting Corporate Policy and will support the Wiltshire Coordinating Group. Sharon Britton, as Director of Performance and Risk, will have responsibility for business management arrangements and will take the corporate lead for planning, analysis and reporting to support improvement, including the Local Agreement for Wiltshire and the Local Area Agreement with partners and government. This includes supporting the Accountable Bodies Group. Some aspects of how the three service departments will work together are still being worked through and there are some significant synergies between the Services. All three will contribute to Wiltshire's Family of Partnerships - the Assembly, Coordinating Group and Accountable Bodies Group mentioned above are parts of that Family which form Wiltshire's Local Strategic Partnership.
- 1.3. **Department of Transport, Environment and Leisure:** Is there potential of shifting Smarter Choices/Travelwise from Passenger Transport into Sustainable Transport?
- 1.4. Smarter Choices/Travelwise does not currently reside in Passenger Transport, it sits within the 'Transport Policy' team (policy) and the 'Road Safety Education Training & Publicity' team (School Travel Planning).
- 1.5. The new Sustainable Transport Division will embrace all these teams under one, accountable Director to ensure a focused and cross-cutting approach to the agenda.
- 1.6. **Is there potential of shifting Crematoria from Leisure Services into Amenity Management?:** Structural proposals shall see Crematoria sitting under Amenity Services as it was not deemed appropriate to have a crematoria function within a leisure based department.
- 1.7. **Department of Economic Development, Planning and Housing:** How do the responsibilities of the Director of Economy and Enterprise in respect of strategic planning link with those of the Director of Development in respect of planning development and enforcement;
- 1.8. *To follow – Alistair Cunningham/Brad Fleet*
- 1.9. **Department of Resources –** How will Business Transformation (Lean Systems) and Strategic Human Resources & Organisation Development work together?

1.10. The Service Director Business Transformation is already working closely with the interim Head of Organisational Development and with the current Head of HR to build management development for the organisation that includes advancing the skills and expertise required to support and deliver changes using a System Thinking approach within the organisation. She would anticipate a continued close working relationship with the Service Director for HR and OD in order that this important aspect of the Lean / Systems Thinking programme is taken forward corporately.

## 2. Savings on Senior Management structure

2.1. As has been identified in the Director of Resources paper to IE savings on the Senior Management Structure are estimated to be in the region of £0.55m. This figure was based on a comparison between the costs of the 5 senior management structures as at April 2007 and now, however if the figure is compared to the structures as they were in December 2006 (at the time of the bid) the figure is nearer £0.9m. Obviously until the new council's overall structure is finally in place an absolute figure for savings associated with the previous and existing senior management structures cannot be confirmed – although current data (table1) would suggest that we will comfortably be able to meet the target identified in the bid.

	Total Cost	Estimated Saving	+ on costs 27%
New Structure	£2.62m		
Structure 04/07	£3.074m	£0.454m	£0.577m
Structure 12/06	£3.442m	£0.744m	£0.945m

Table 1

## 3. BMP savings profile

3.1. Please refer to Director of Resources paper to IE for explanation of savings profile entitled: '*One Council & Business Management Programme Cost Reduction Targets*'

## 4. District Council Performance

4.1. Previously members had expressed concern about a decrease in performance levels of District Council Services. The Corporate Programme Officer Manager was tasked to investigate. The key headlines were:

4.1.1. Returns on performance from each of the District Councils are comparable with performance in 07/08. No discernable drops in levels of service were found.

4.1.2. In a number of areas performance had improved

4.1.3. Credit was paid to all staff for such a tremendous effort

## 5. Development of a single asset register

5.1. By end of Sept Property will have a single buildings register. In relation to other assets, we now have a central record of all the asset registers of the five authorities. We will not be creating a single register outside of SAP and it is a 31st March 2009 deadline for that. Between now and then, work is being done to validate the existing registers.

## 6. Corrections to Service Director Handbook

6.1. These are now in hand and the extranet is to be updated to reflect changes