

JOINT OVERVIEW AND SCRUTINY TRANSITION BOARD
31 OCTOBER 2008

ORGANISATIONAL STRUCTURE – ROLES AND RESPONSIBILITIES**Executive Summary****Background**

1. The Board at its meeting on 25 July raised a number of issues when considering the roles and responsibility chart which had been developed to identify the various areas that each service director would be responsible for.
2. The Board received responses to those various issues at two meetings on the 29 August and 26 September. The issues raised resulted in a number of changes being made to the chart.
3. In some areas the chart remains unpopulated e.g. ICT, Shared Service Team etc, we are currently gathering data relating to these functions and this will follow early next week

Commentary

4. It is perhaps worth commenting on a number of issues which are not necessarily made explicit by the chart:
 - *Partnership working* – Local government in Wiltshire in the future must deliver effective partnership working. The framework for delivering this involves the Wiltshire Family of Partnerships, the Local Agreement for Wiltshire (and the related Local Area Agreement) and the Local Strategic Partnership mean it is impractical to allocate *partnership working* to a single directorate. That responsibility has been allocated within the chart to three service directorates who will work closely together to ensure delivery.
 - *Waste* – The Board made representations that the waste service should be brought together within a single directorate. The report of 29 August explains that for pragmatic reasons relating to staff expertise and contractual obligations now is not the right time to pursue this although it is recognised that once these challenging issues have been dealt with the matter can be re-considered.
 - *Transformation* – Whilst the responsibility for taking forward the Lean/System Thinking programme rests with the Business Transformation directorate, this can only be achieved with the support of the Human Resources directorate and the cooperation of the whole organisation. The unitary authority case put forward by the County Council depends on this Lean/System Thinking programme as the major transformational tool.
 - *Corporate working* – The success of the structure (and the organisation) will depend the ability of the organisation to work corporately together.

Further work

5. The Roles and Responsibility Chart will continue to be populated as the structures are put in place so that the Board, IE and the Council as a whole can retain an overview of the entire organisation.

Proposal

There are no specific proposals contained in the report.

Reasons For Proposals

Please see above

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