

From: UNISON

Sent: 21 July 2011 13:23

To: William Harding

Cc: Andrew Thomas; Joy Davis

Subject: UNISON: Restructuring Implementation Committee - 25 July 2011: Future Council: Senior Management Arrangements

William

Further to your email sent to us on the 15th July 2011 attaching a report to be considered by the Restructuring Implementation Committee on 25 July 2011, detailing implementation arrangements in respect of senior management, UNISON would make the following observations:-

UNISON is broadly in favour of the three Strategic Director's approach.

However UNISON would need reassurances that we were **not** going to pay more for the new structure than we did with the old otherwise there are no savings. We seem to remember we have done that before.

UNISON would also argue **on balance** for the Chief Executive's role to continue. That would give us a structure of Chief Executive and three Strategic Directors.

The reasons being:

UNISON is not a fan of the "primus inter pares" or "first among equals" idea. We don't think it would work. It could lead to confusion.

The Council needs one Leader in charge to drive the Council forward and some-one that we can go to in the last resort.

As it stands at the moment it looks likely that the new Strategic Directors will all be "slotted in" and so with the first amongst equals scenario we will effectively have a Chief Executive who already works for the Council taking over. We don't think this is right or healthy for the Council and its residents.

Slotting in the existing Directors and then advertising the Chief Ex's post nationally will allow the Directors to apply for the job but will also allow this Council the opportunity to recruit from across the Country. There may well be some extremely capable candidates out there! This Council has reached a certain level. In order to develop further it will need a figure head to champion the needs of the staff and residents in the wider bodies across the region.

You can argue that a new Chief Ex will cost us in the region of £160,000 + and we agree that is a lot of money, but if we get an effective Leader, some-one we can see that can drive the Council forward and represent the area then that is a price worth paying.

UNISON does feel very strongly about this. We believe UNISON should be pushing to see a transparent process for electing a new Chief Executive when John goes. Otherwise we will get one almost "by default" through the other option.

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