

Bath & North East Somerset Council

MEETING:	Restructuring Implementation Committee	AGENDA ITEM NUMBER
DATE:	9th October 2023	
TITLE:	Senior Management Restructure	
WARD:	ALL	
REPORT OF CHIEF EXECUTIVE		

1 THE ISSUE

1.1 To seek the Committee's approval to review and restructure the Strategic Leadership Team posts that report directly to the Chief Executive.

2 RECOMMENDATION

2.1 That the Chief Executive be given delegated authority to review and restructure the Strategic Leadership Team. There are currently four Director posts that report to the Chief Executive and it is proposed that this will reduce to three posts with effect from 1 December 2023.

3 FINANCIAL IMPLICATIONS

3.1 It is expected that there will be no significant financial implications as a result of this change. There will be a small saving of circa £15,000 in the reduction of Director level accountability and job grading for one Director post and this will be used to cover increases in salary for the new Executive Director posts.

4 THE REPORT

4.1 In July 2023 we launched our "Being Our BEST" programme to deliver "great jobs, smarter structures and a culture of excellence". Through these three strands of the culture change programme, we want to make Bath & North East Somerset the best council it can be. The change needs to start at the top with a cohort of senior officers committed to delivering in new and innovative ways.

4.2 The current Strategic Leadership Team structure (Appendix 1) comprises of the Chief Executive, with the posts of Chief Operating Officer, Director of Sustainable Communities, Chief Finance Officer and Director of People & Policy all reporting to the Chief Executive.

4.3 It is proposed that the council moves to a Strategic Leadership Team structure (Appendix 2) comprising the Chief Executive and three Executive Directors; Executive Director Operations, Executive Director Resources (S151) and Executive Director Sustainable Communities. This will create a more focused leadership team around the three key streams of activity:

- Operations
- Place leadership
- Resources and enabling functions

The Executive Director (Operations)/Chief Operating Officer will be the nominated deputy to the Chief Executive in the same way this function currently sits with the Chief Operating Officer.

4.4 The post of Director of People & Policy will be moved to report to the Executive Director Resources post to form a stronger more connected set of enabling and professional functions.

4.5 All post holders will be slotted into their new roles and will be invited to attend a three part assessment process including a psychometric assessment and behavioural interview.

4.6 The RIC forms the final appointment panel, to interview each candidate and consider feedback from the assessment process.

5 EQUALITIES AND RISK MANAGEMENT

5.1 The Organisational Change Policy, was the subject of full Risk Assessment at the time it was adopted by the Council.

5.2 All applicants will be treated fairly and in accordance with the Council's policy.

6 ADVICE SOUGHT

6.1 The Council's Chief Executive and Monitoring Officer have had the opportunity to input to this report and has cleared it for circulation.

Contact person	<i>Will Godfrey, Chief Executive (Tel: 01225</i>
Background papers	None
Please contact the report author if you need to access this report in an alternative format	