

APPENDIX 5

A Review of the Senior Leadership Structure

Summary of Benefits

The new Corporate Director Support Services will allow all corporate support services to be bought together under the responsibility of one Corporate Director, thus giving clearer accountability.

Bringing together the corporate support services under a single Corporate Director will bring improved effectiveness and deliver efficiencies.

The Corporate Director Support Services will have the responsibility of driving forward and co-ordinating support for Welsh language and culture across all service areas.

The Corporate Director Support Services will have responsibility for leading on transformational change, delivery of the Corporate Plan and other corporate initiatives.

We will have a stronger Corporate Executive Team (CET) taking accountability and responsibility for the corporate direction of the Council and overall delivery of front line services i.e. we will strengthen strategic scrutiny and corporate decision making.

There will be clearer links between CET and Cabinet in terms of delivering corporate direction.

There will be clearer links between Heads of Service and Members in terms of delivering front line services.

There will be greater clarity between the roles of Corporate Directors and Heads of Service and between CET and SLT.

Heads of Service will be more focussed on delivering the front line services and will be accountable for ensuring necessary improvements to front line services.

There will be an opportunity for Heads of Service to be more specialist which will in turn have benefits across the Council in terms of career development and succession planning.

The Section 151 Officer will have more focus on managing the budget and the Council's financial responsibilities.

We will have sufficient senior leadership capacity to influence regional and partnership working for the greater benefit of our communities.

A more efficient and effective senior leadership and management team.

All of SLT have supported the proposals, recognising the need for additional senior leadership/management capacity to deliver the necessary improvements and address the future challenges

