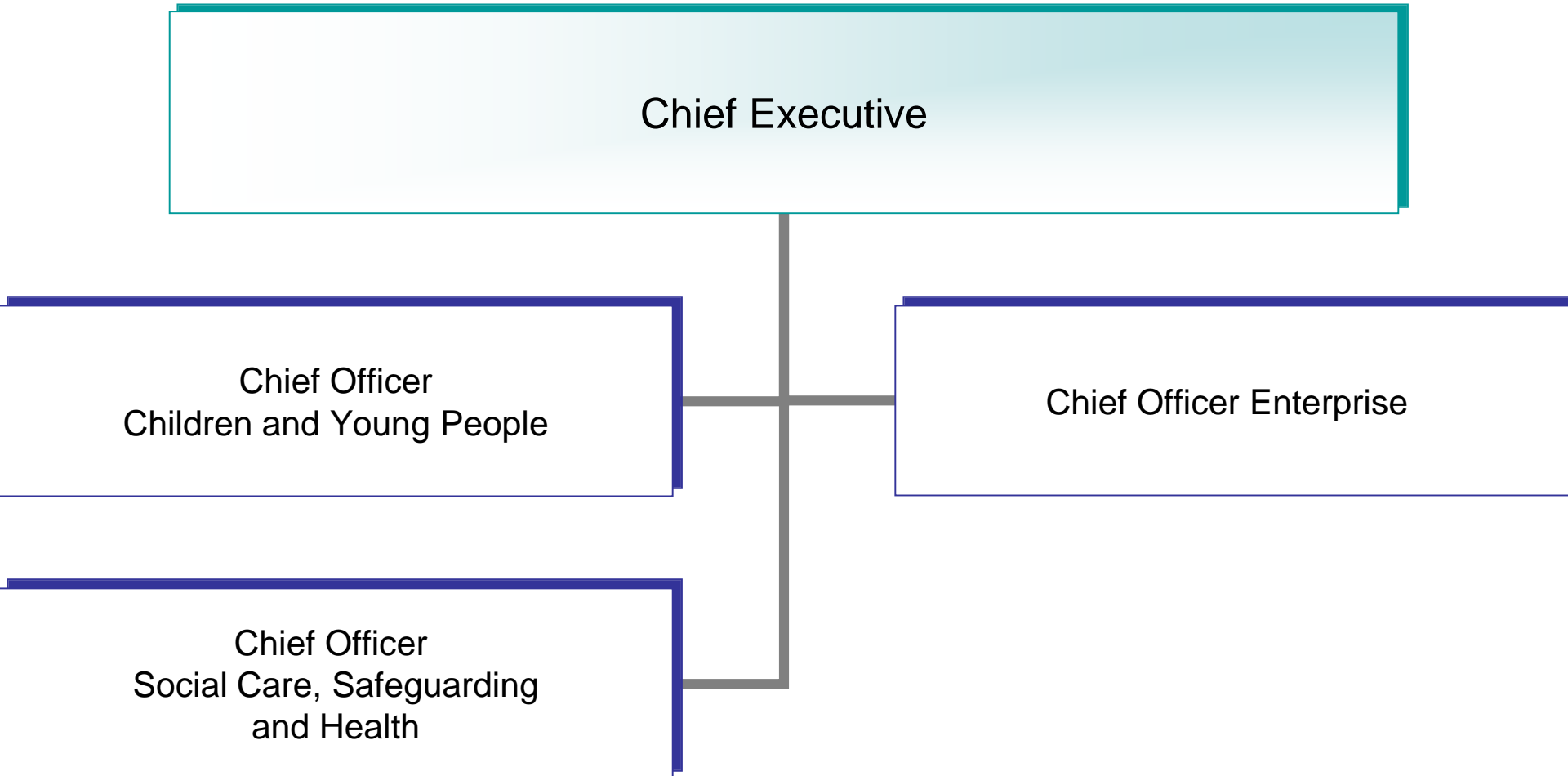
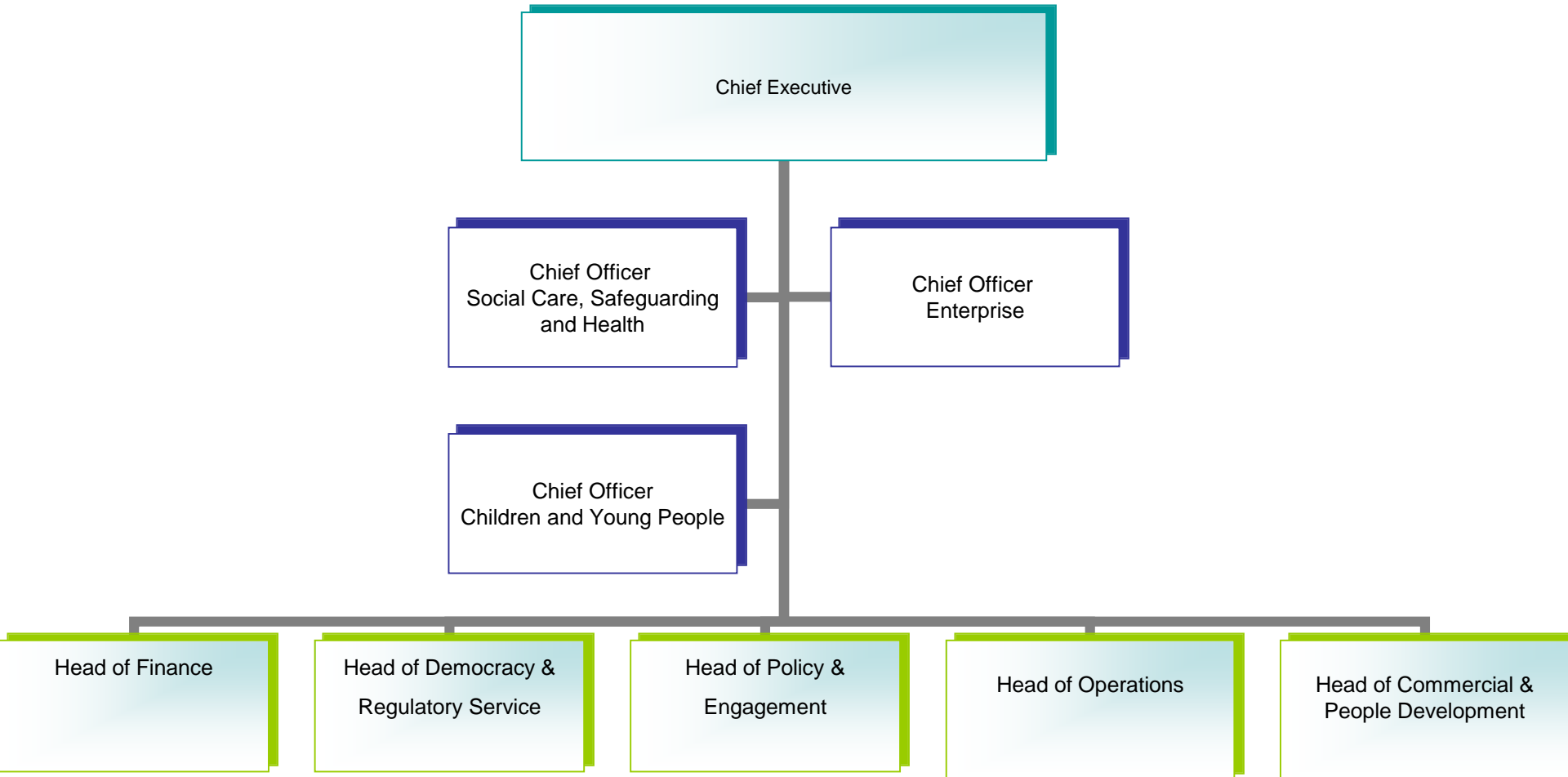


Monmouthshire County Council
'Top Team Structural Review'

Chief Officer Team (As is)



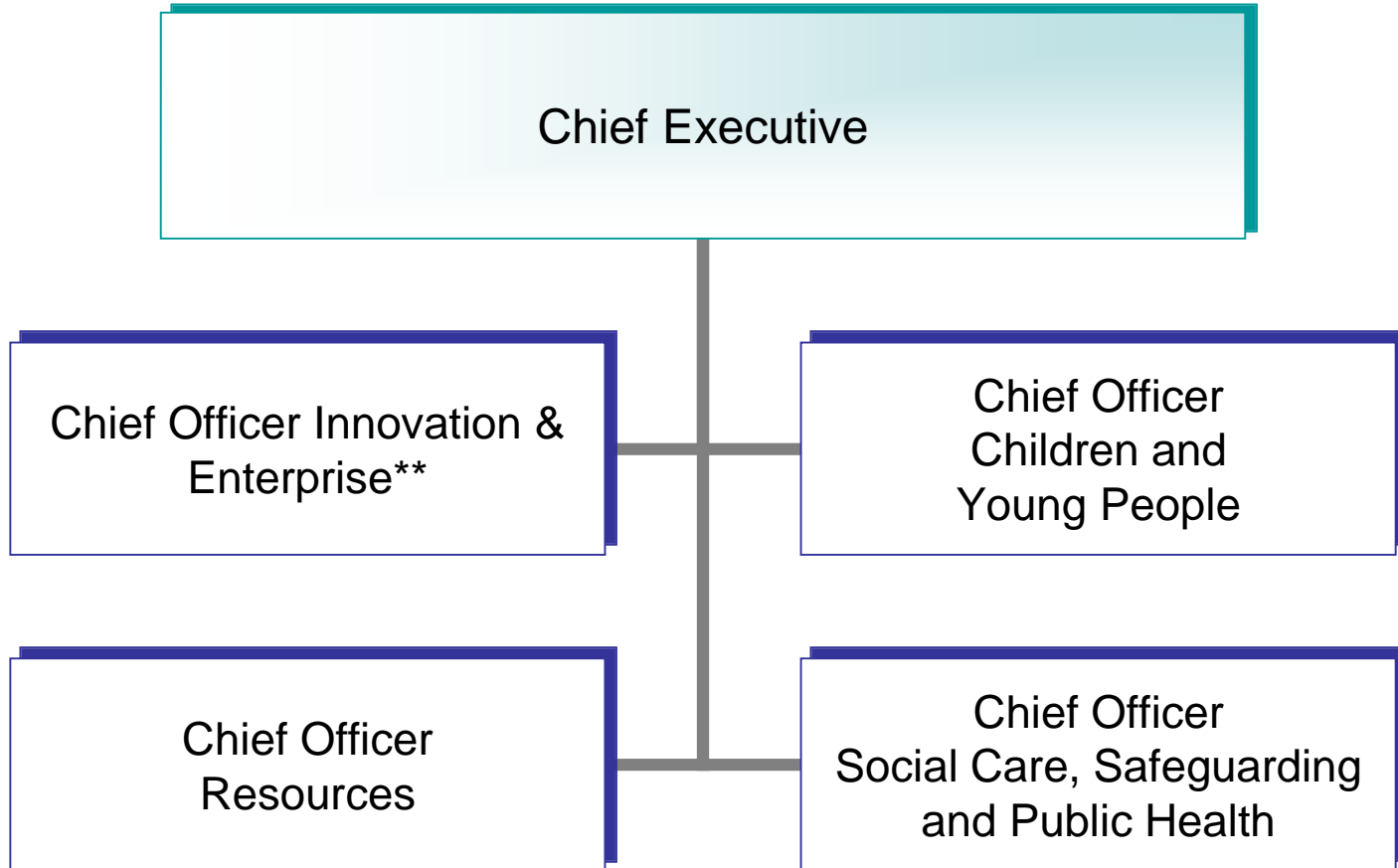
Strategic Leadership Team (As is)



Why change?

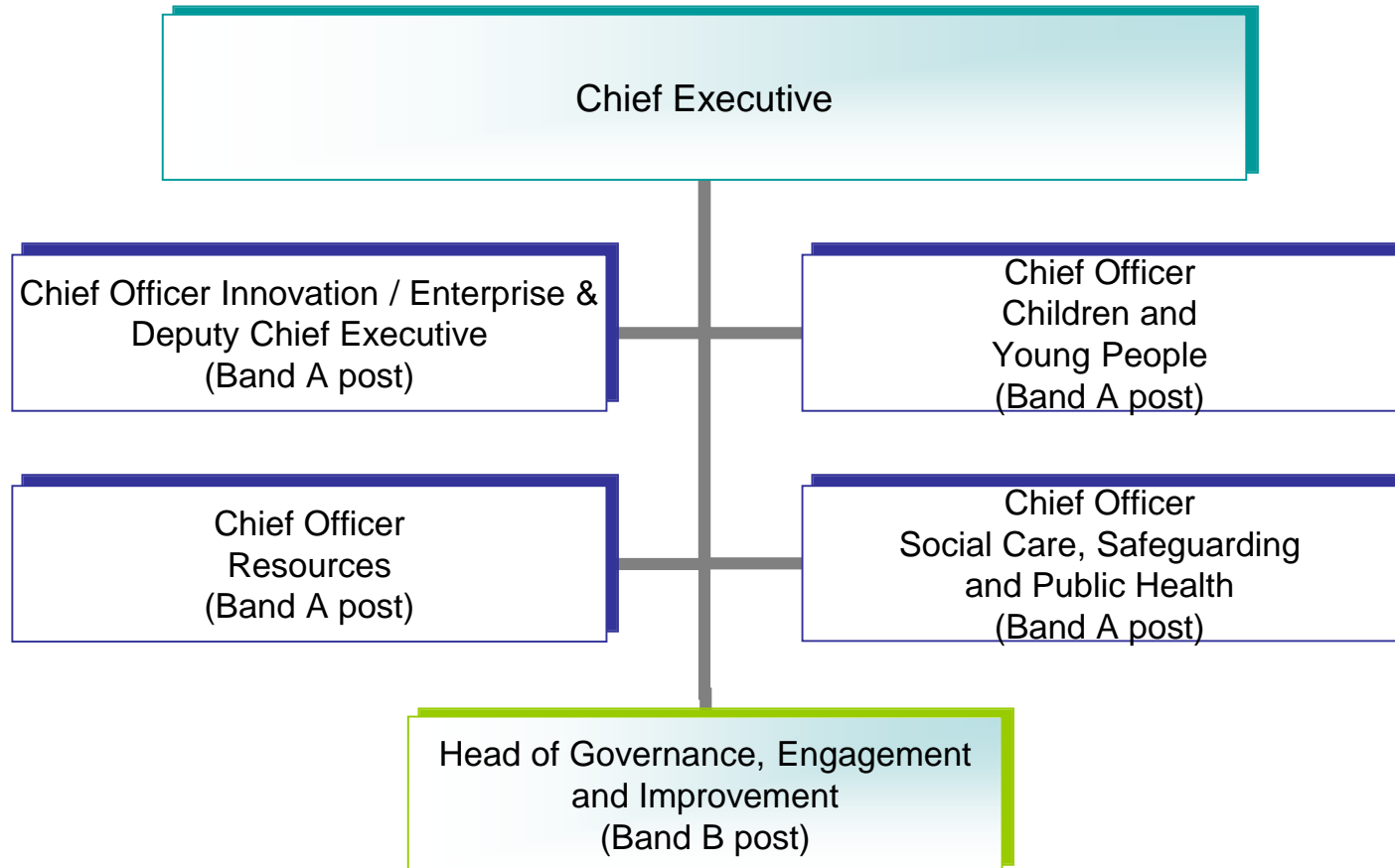
- Need a confident, clear public facing Top Team
- Need Top Team absolutely equipped for ‘whole authority leadership’ - resilience
- Need a more even alignment of responsibilities
- Need to spend more time on strategy
- Need a team equipped to think beyond 18 months
- Need more cohesion between priorities and resources
- HR side of organisation needs strengthening
- Financial situation challenging – need to drop cost
- Leadership clarity in absence of Chief Executive

Chief Officer Team (proposed)



** Designated Deputy Chief Executive

Strategic Leadership Team (proposed)




Footnote –

All statutory officers can attend SLT when necessary

Head of Governance, Engagement and Improvement will coordinate and attend all SLT meetings

Head of Place appears in line management of Chief officer Enterprise and Chief Officer Resources (dual reporting)

The Strategic Leadership Team will...

- **Provide leadership to the 'paid service' that is**
 - Visionary
 - Ambitious
 - Inspirational
 - Decisive
 - **Model and live a culture that emphasises**
 - Positive attitudes and behaviour
 - Capacity and capability
 - Development
 - Individual performance
 - **Deliver political priorities in a way that is**
 - Clear
 - Linked to resourcesPerformance managed
 - **Promote partnership**
 - **Instil political trust**
 - **Be thoughtful about the future whilst delivering in the present**
- 
- All measurable**

So what changes?

Establishment re-designation

- Chief Officer Enterprise is also designated Deputy Chief Executive 5,000

Establishment variation

- Head of Operation (15% reduction – flexible retirement) (9,600)

Establishment addition

- Chief Officer (Resources) 77,400
- Head of Service (Governance, Engagement & Improvement) 67,300
- Head of Service (People) 64,500

Establishment reduction

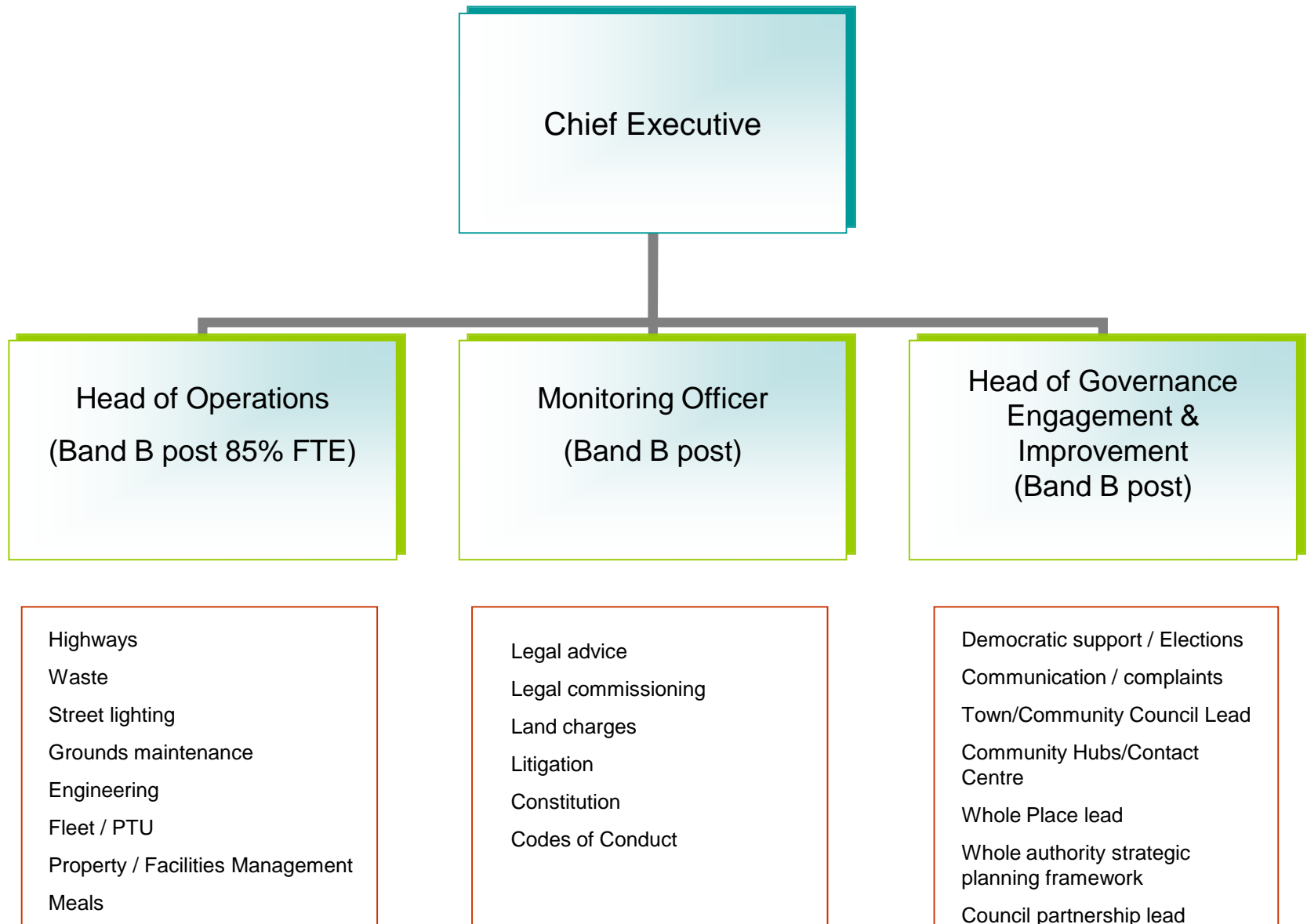
- Head of People and Commercial (60,000)
- Head of Policy and Engagement (60,000)
- Head of Democracy and Regulatory Services (64,500)
- Head of Highways (vacant) (56,100)
- Head of Partnerships (vacant) (50,100)
- Head of Legal Services (vacant) - net (30,000)
- Head of Whole Place (vacant) (47,900)
- Head of Personnel (vacant) (47,900)

Net saving (211,900)

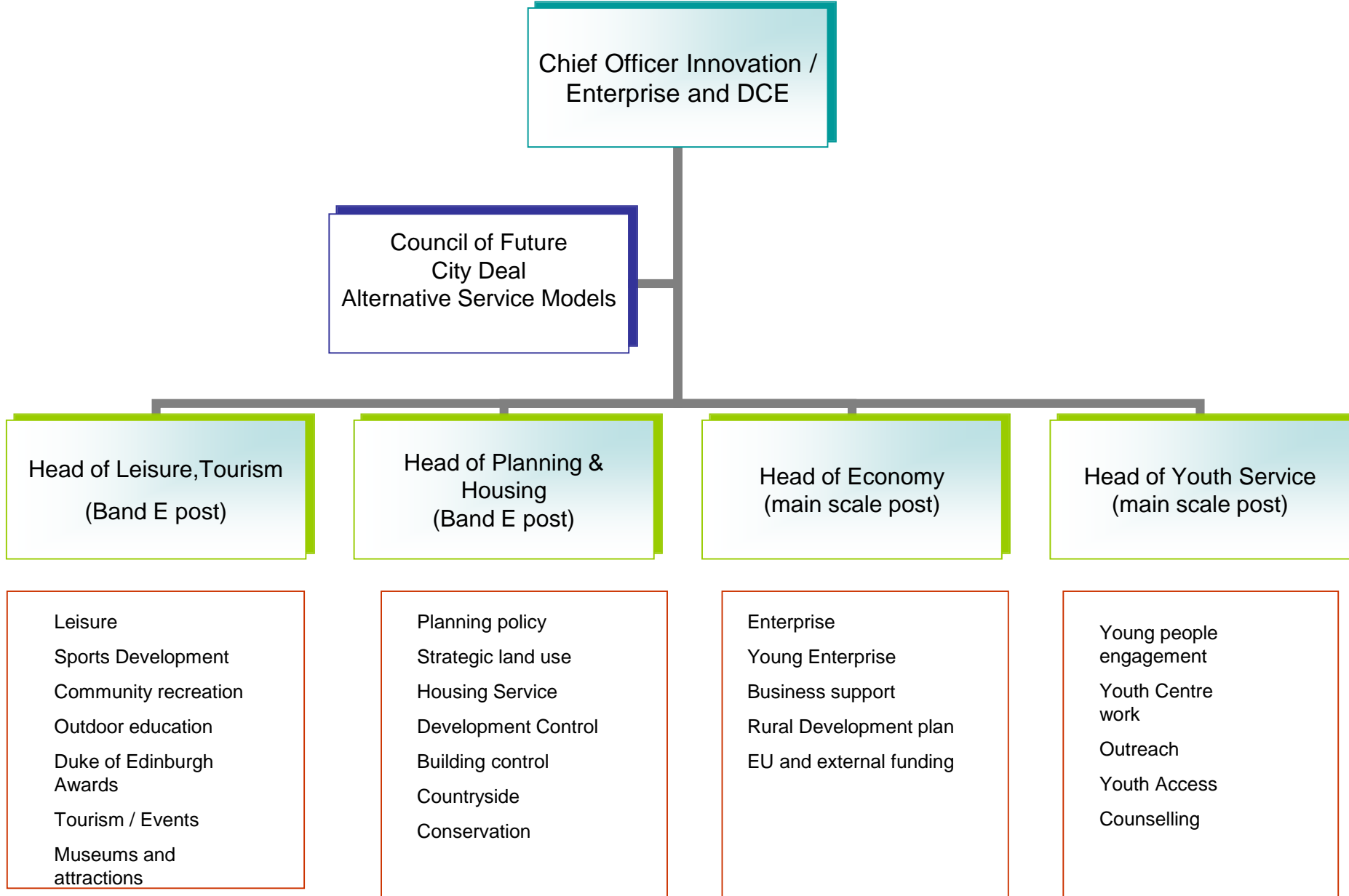
On-cost (78,100)

Total saving **290,000**

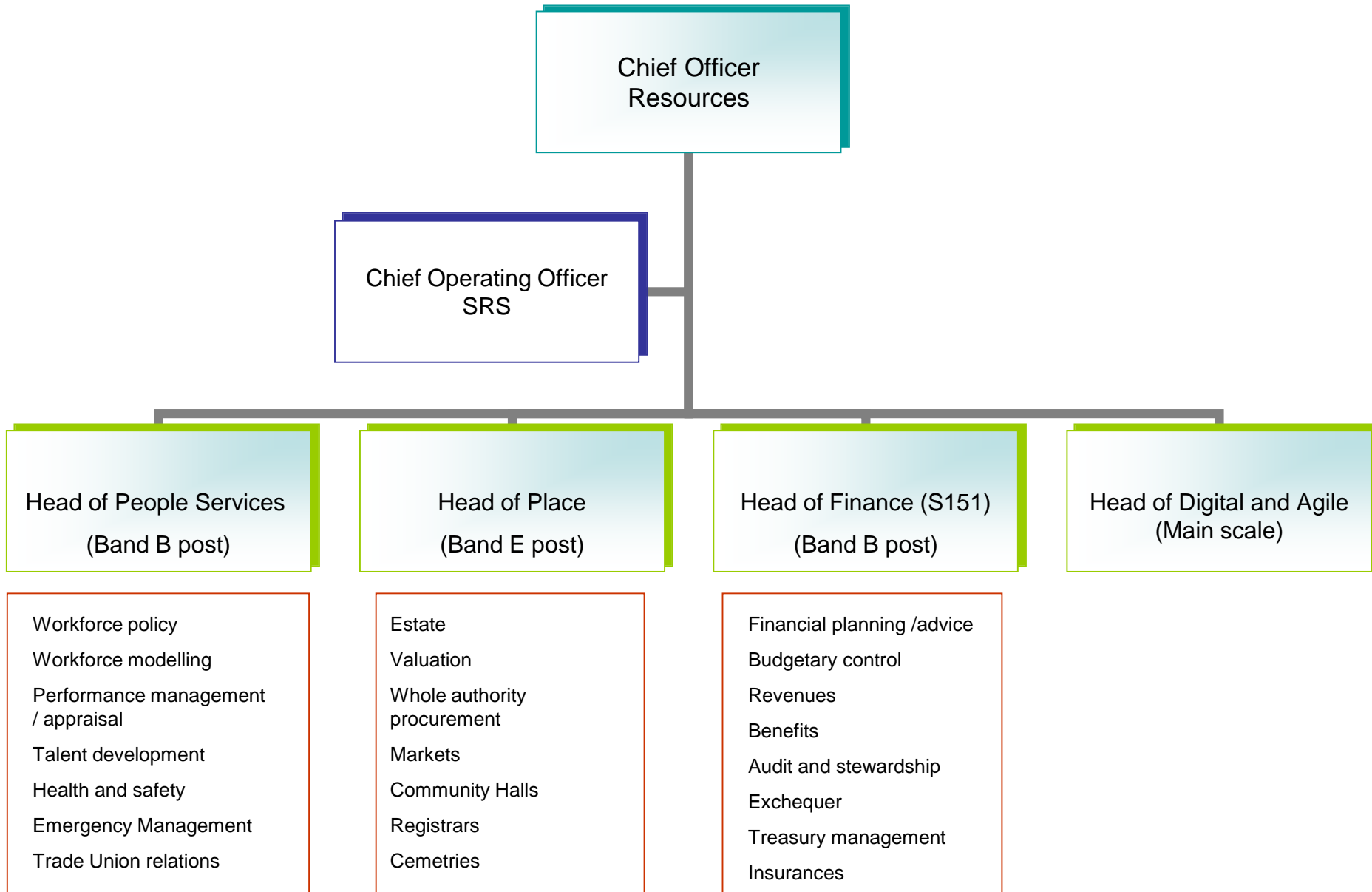
Chief Officer management functions



Chief Officer management functions



Chief Executive management functions



Chief Officer management functions

