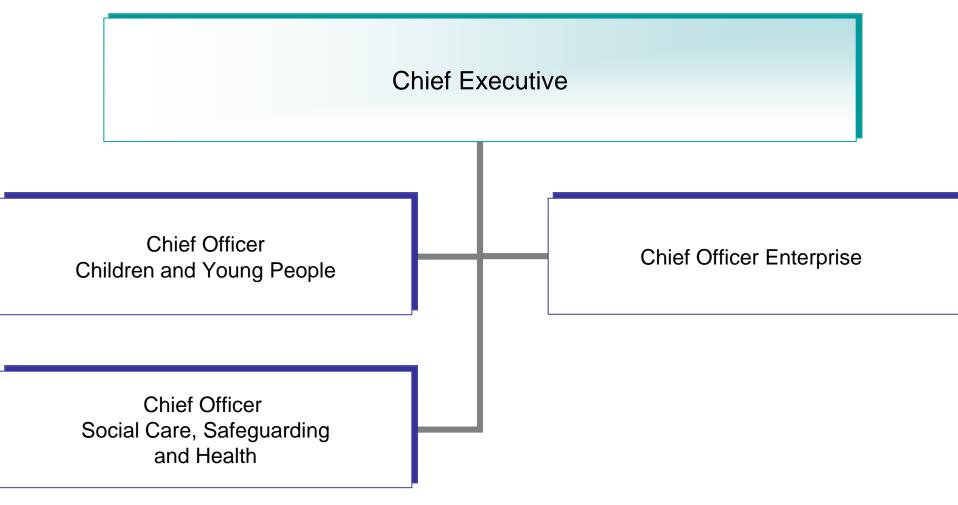
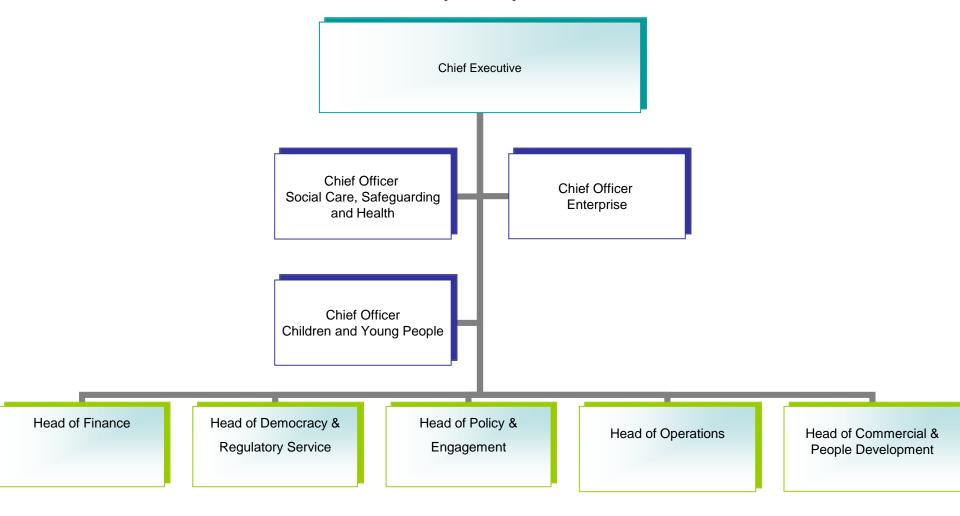
Monmouthshire County Council 'Top Team Structural Review'

Chief Officer Team (As is)



Strategic Leadership Team (As is)

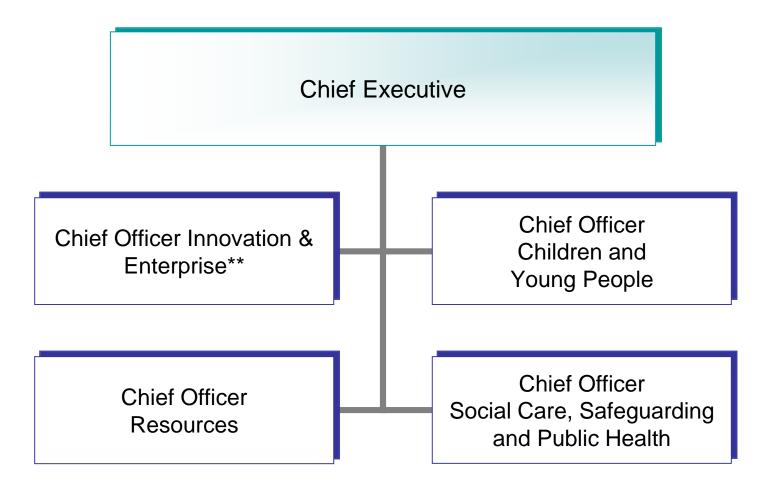


Why change?

- 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

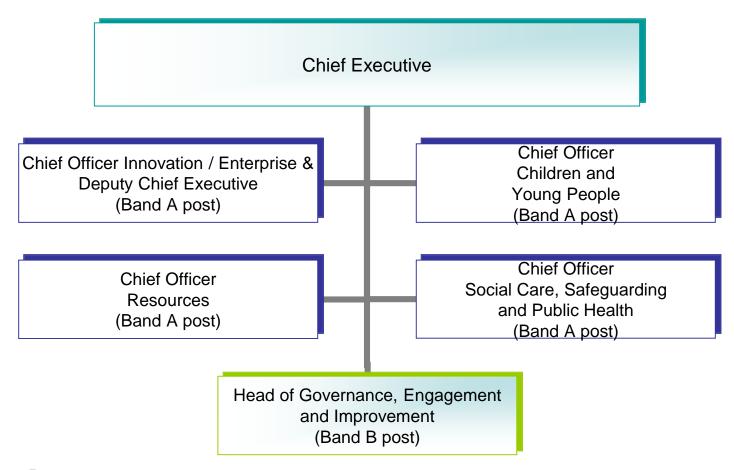
(proposed)



^{**} 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 resources

Performance 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

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|-------------|--------|--------|---|-----|----|-----|------|
| Esta | ומ | ısn | m | ent | va | rıa | tion |

| Head of Operation (15% reduction – flexible retirement) | (9,600) |
|---|--|
| Establishment addition Chief Officer (Resources) Head of Service (Governance, Engagement & Improvement) Head of Service (People) | 77,400 67,300 64,500 |
| Establishment reduction Head of People and Commercial Head of Policy and Engagement Head of Democracy and Regulatory Services Head of Highways (vacant) Head of Partnerships (vacant) Head of Legal Services (vacant) - net Head of Whole Place (vacant) Head of Personnel (vacant) | (60,000) (60,000) (64,500) (56,100) (50,100) (30,000) (47,900) (47,900) |
| Net saving On-cost Total saving | (211,900) (78,100) 290,000 |

Chief Officer management functions

Chief Executive

Head of Operations
(Band B post 85% FTE)

Monitoring Officer
(Band B post)

Head of Governance Engagement & Improvement (Band B post)

Highways

Waste

Street lighting

Grounds maintenance

Engineering

Fleet / PTU

Property / Facilities Management

Meals

Legal advice

Legal commissioning

Land charges

Litigation

Constitution

Codes of Conduct

Democratic support / Elections

Communication / complaints

Town/Community Council Lead

Community Hubs/Contact Centre

Whole Place lead

Whole authority strategic planning framework

Council partnership lead

Chief Officer management functions

Chief Officer Innovation / Enterprise and DCE

Council of Future
City Deal
Alternative Service Models

Head of Leisure, Tourism
(Band E post)

Head of Planning & Housing (Band E post)

Head of Economy (main scale post)

Head of Youth Service (main scale post)

Leisure

Sports Development

Community recreation

Outdoor education

Duke of Edinburgh

Awards

Tourism / Events

Museums and attractions

Planning policy

Strategic land use

Housing Service

Development Control

Building control

Countryside

Conservation

Enterprise

Young Enterprise

Business support

Rural Development plan

EU and external funding

Young people engagement

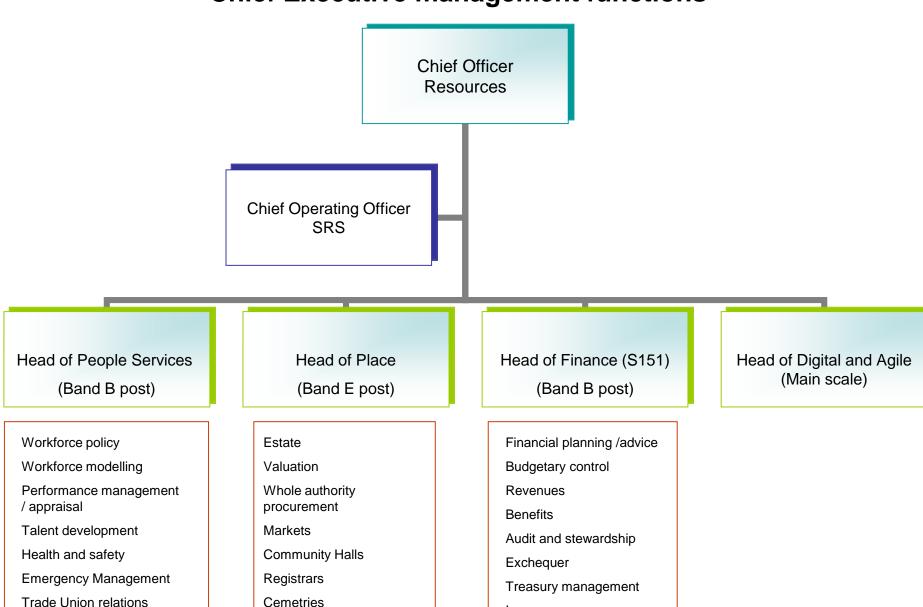
Youth Centre work

Outreach

Youth Access

Counselling

Chief Executive management functions



Insurances

Chief Officer management functions

