



Full Council	Tuesday, 11 July 2023	Matter for Information
---------------------	------------------------------	-------------------------------

Report Title: Senior Management Structure (July 2023)

Report Author(s): Anne Court (Chief Executive / Head of Paid Service)

Purpose of Report:	To provide Members with information on the current Senior Management Structure to enable a comparison with similar authorities.
Report Summary:	The report provides statistical information to Members regarding the current Senior Management Structure to enable Members to form an informed view of the current arrangements.
Recommendation(s):	That the content of the report be noted.
Senior Leadership, Head of Service, Manager, Officer and Other Contact(s):	Anne Court (Chief Executive / Head of Paid Service) (0116) 257 2602 anne.court1@oadby-wigston.gov.uk
Strategic Objectives:	Our Council (SO1)
Vision and Values:	"Our Borough - The Place To Be" (Vision)
Report Implications:-	
Legal:	There are no implications directly arising from this report.
Financial:	There are no implications directly arising from this report.
Corporate Risk Management:	Regulatory Governance (CR6) Effective Utilisation of Assets / Buildings (CR5)
Equalities and Equalities Assessment (EA):	There are no implications arising from this report. EA not applicable.
Human Rights:	There are no implications directly arising from this report.
Health and Safety:	There are no implications directly arising from this report.
Statutory Officers' Comments:-	
Head of Paid Service:	As the author, the report is satisfactory.
Chief Finance Officer:	The report is satisfactory.
Monitoring Officer:	The report is satisfactory.
Consultees:	Senior Leadership Team (SLT)
Background Papers:	None.
Appendices:	1. Analysis of Comparable Authorities (July 2023)

1. Background

- 1.1 The purpose of this report is to address concerns raised by some Members that the Senior Management Team is disproportionate in size given the size of the organisation.
- 1.2 Under the section 4(1) of Local Government and Housing Act 1989 ("the Act") the Council is required to designate an officer as Head of Paid Service and to provide that officer with such staff, accommodation and other resources as are, in their opinion, sufficient to allow those duties under this section to be performed.
- 1.3 Under section 4(3) of the Act those duties are to determine:
- (a) the manner in which the discharge by the authority of their different functions is co-ordinated;
 - (b) the number and grades of staff required by the authority for the discharge of their functions;
 - (c) the organisation of the authority's staff; and
 - (d) the appointment and proper management of the authority's staff.
- 1.4 The appointment of staff is subject to a business case justifying the need for a post (whether new or to replace an existing post) and confirming that all options, such as shared arrangements with other partners have been assessed.

2. Analysis of Comparable Authorities

- 2.1 In order to allay any concerns of Members that the size of the Senior Management Team is disproportionate to the overall size of the authority, an analysis of similar authorities has been undertaken and the details are contained **Appendix 1**.
- 2.2 For the purposes of this report, a Senior Manager is defined as any officer who receives a salary in excess of £50,000.00 per year with associated management responsibilities.
- 2.3 The authorities listed in **Appendix 1** can be separated into 2 distinct groups:
- 2.3.1. Rows 1-6 comprise the 'family' of authorities of similar sized and governance structure that are used by the Independent Remuneration Panel to assess Members Allowances on an annual basis; and
 - 2.3.2. Rows 7-12 comprise the other Borough and District Councils within Leicestershire.
- 2.4 Of the Leicestershire authorities the most comparable in terms of population is Melton Borough Council which has 60% more Senior Managers than OWBC.
- 2.5 Members are also reminded that the second Strategic Director Post at OWBC was recruited as a result of the recommendation made in the most recent Peer Review report last year. The report noted the action to address the capacity in the finance team, as recommended by the LGA Financial Health Check Review, had been implemented. The Peer Review team also considered developing capacity generally to drive forward strategic and operational change was a "key building block" for OWBC.
- 2.6 It should also be noted by members that since 2011/12 through a programme of regular service reviews the number of Heads of Services have reduced from double figures, down to 7 by 2016/17 and down to 4 since 2021 such as Head of Revenues & Benefit, Head of Community and Wellbeing, and the Head of Street Scene. This has significantly increased

the breadth of service area responsibility under each Head of Service, as both statutory and non-statutory functions continue to be provided.

2.7 In addition, at Corporate Management level i.e. operational manager there have considerable amalgamations and synergies of services for a number of years, for example see below:

- Community Services Manager
- Regulatory Services Manager (Environmental Health, Licensing, Health and Safety and Selective Licensing merged with the Senior Strategic)
- Development Control Manager (merged with Planning Policy)
- Assistant Corporate Asset Manager (post deleted)

3. Conclusion

As Head of Paid Service, I am of the opinion that the current management structure is not disproportionate to the size of the establishment and is just about sufficient to enable the Council to deliver its statutory functions.