

Proposed principles to shape the development of the new County Council structure

1. Statutory requirements

- Fulfil Statutory Requirements (section 151 officer, monitoring officer, CYP and Adult Services directors etc)

2. Community and Civic leadership

- Community Leadership - Enabling local people –outcomes for the community
- Local Governance – Citizenship/member support, scrutiny and information
- Partnership infrastructure to reflect countywide and locality needs

3. Service first

- Service Specific – sensible brigading of services
- Meeting local needs – within an area
- Capacity to deliver service and fulfil corporate aspirations
- Coherent and comprehensive service to local people
- Support services - Fit for purpose and negotiated with front-line service
- Managing the mix – Direct / Commissioning
- Partnership – promote integrated services across traditional boundaries*

4. Governance

- Fit for purpose with Cabinet and Executive
- Local Member interface
- Corporate Coherence

5. Management Framework

- Clear lines of accountability – to and with Members and Management tiers
- Clarity on where responsibility rests
- Leadership - enables responsibility to be empowered to lowest level
- Where responsibility for performance lies

6. Fairness and Equity

- Easily understood and recognisable
- Acknowledges complexity equally with volume and resource
- Ensures appropriateness/equity of responsibility across tiers

These criteria, when applied to the new structure will also need to be moderated, by CMB, against the budget imperatives.

There will also need to be an ability to identify from the structures where the current services are going to be located in the revised structures, in an easily understood and recognisable way.

*with partners internal and external to the County Council