

Part 7

Management and Service Delivery Structure

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The Chief Executive who is the Head of Paid Service heads the Council's officer structure. The Chief Executive is the principal adviser to the Council and is responsible for overall corporate management and has overall operational responsibility for the Council. The Chief Executive is supported by the Deputy Chief Executive.

Each Director has the day-to-day responsibility for a particular service area. These are also detailed in the attached structure chart.

As part of the modernisation of the Council's role to become an enabler of services as well as a deliverer, the Council has established a number of service delivery partnerships. These service delivery vehicles include:

Sandwell Leisure Trust (a registered charity for the provision of leisure activities);

Performance Management

As part of the arrangements for ensuring continuous improvement in the way the Council is managed, a Performance Management Framework has been established. The framework is based on the following principles:-

- The Executive Directors and Directors agree Personal Action Plans with the Chief Executive and the Leader of the Council. These plans include:-
 - Strategic management issues;
 - Community planning responsibilities;
 - Performance management responsibilities;
 - Area management;
 - Political management issues.

Outcome and target dates are set for actions agreed within the plans and the Chief Executive and Senior Elected Member review these on a quarterly basis.

This process is cascaded down to individual employees.