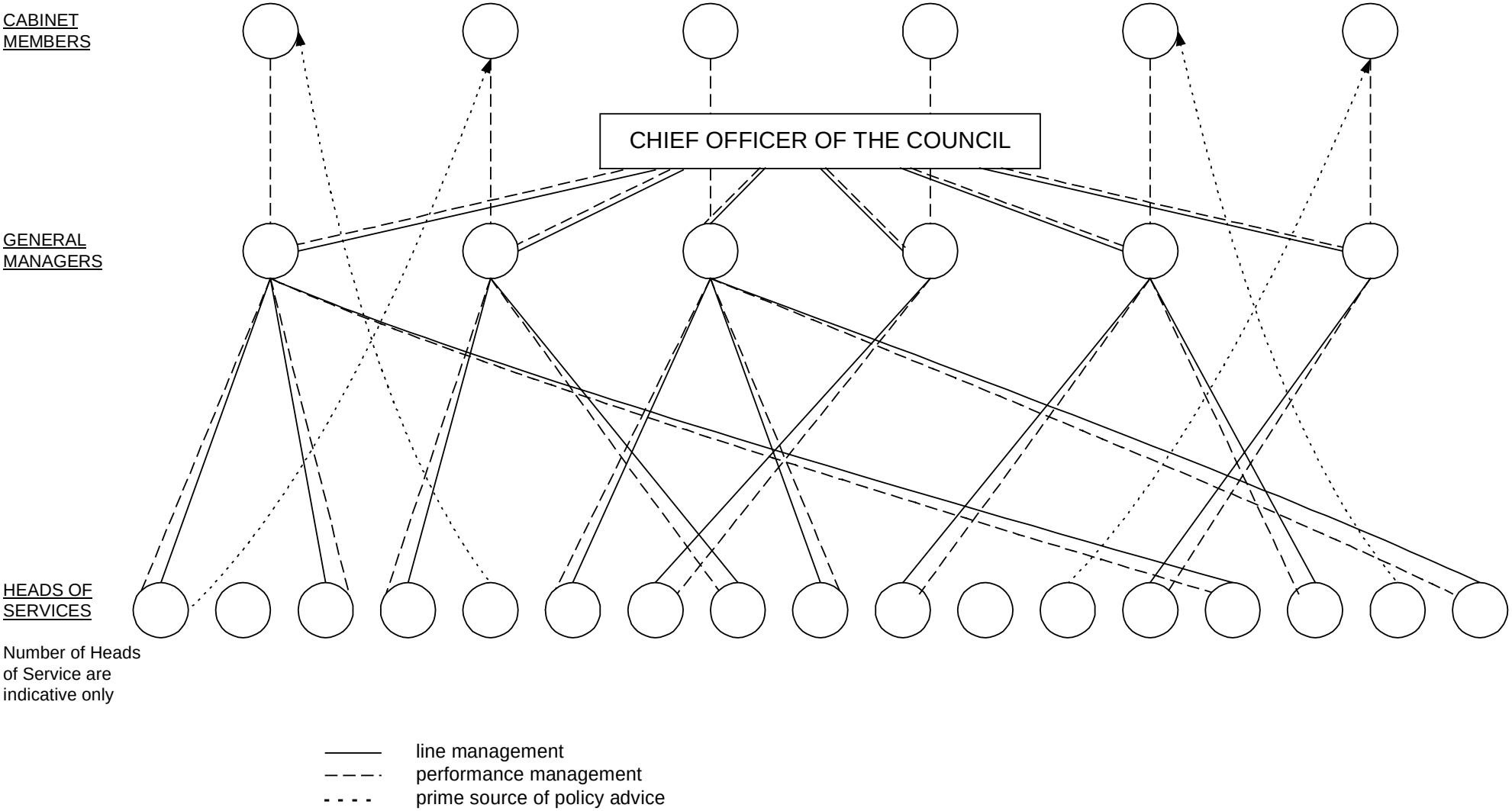
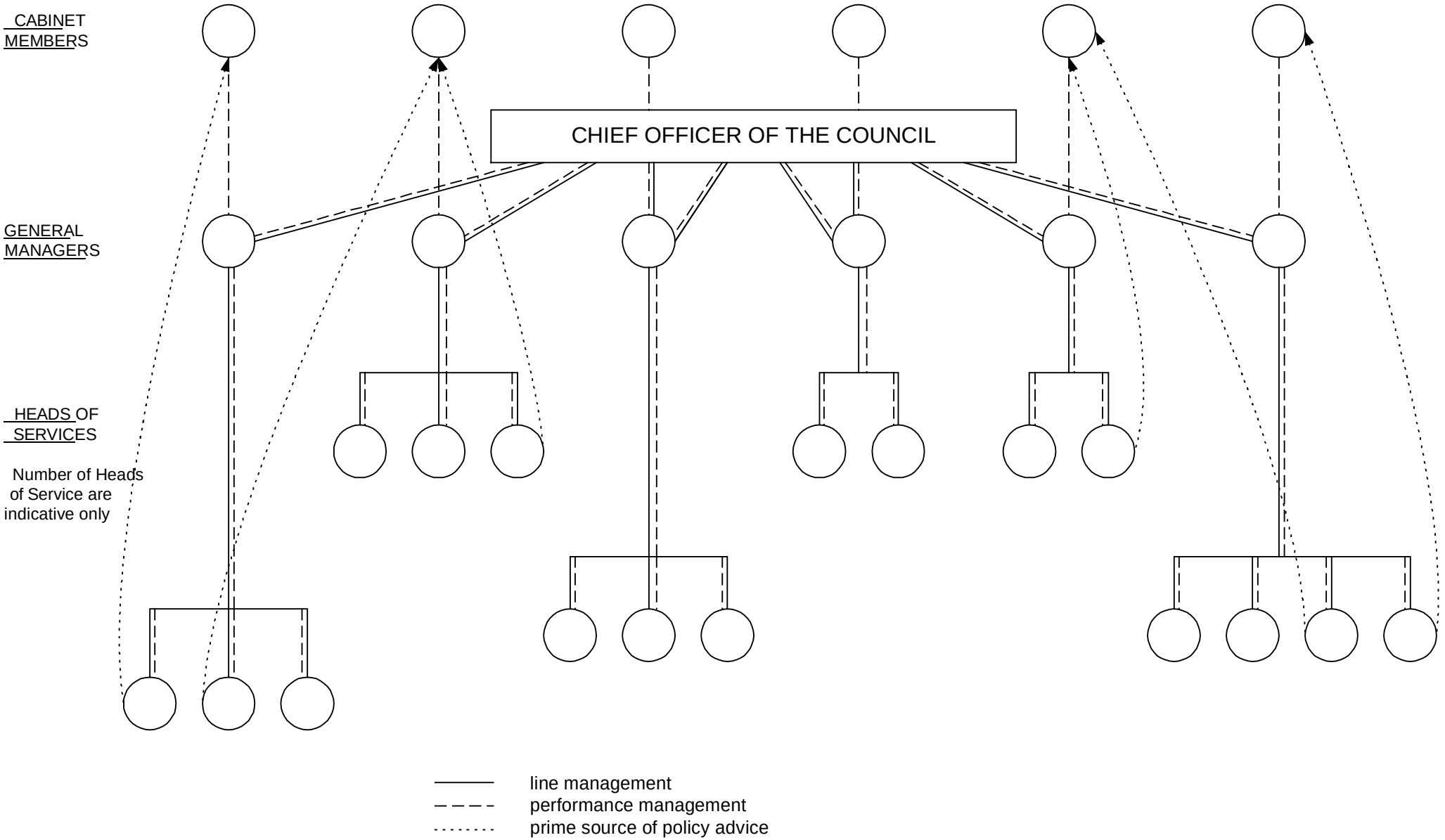
APPENDIX 1

	CRITERIA	OPTION 1	OPTION 2	OPTION 3
1.	Does model encourage a "whole Council" approach?	✔✔	?	✔
2.	Are the lines of accountability clear and transparent?	?	✔✔	✔
3.	Are there likely to be reasonable spans of line management (GM → HoS)?	✔	✔✔	?
4.	Can the requirements re accountability of roles of the "Director of Social Services and Chief Education Officer" be met?	?	✔	✔✔
5.	Is extra cost of Modernising arrangements minimised (consistent with an effective structure)?	?	?	✔
6.	Does the model facilitate improved service delivery (i.e. better cross cutting working, customer focused)?	✔	✔	✔
7.	Is Support to Cabinet Members likely to be effectively provided?	✔✔	✔✔	✔✔
8.	Does the model deliver an “enhanced role” for Heads of Service?	✔✔	?	✔✔
9.	Does the model support the Members' ability to give direction and leadership to the whole council?	✔✔	✔	✔✔
10.	Is the model capable of easily addressing change in political portfolios in the future?	✔✔	?	✔
11.	Is working in partnership within and outside the organisation enabled?	✔✔	✔	✔✔
12.	Can appropriate professional support be delivered to those Heads of Service where there is no single Head of Profession?	?	✔	✔
13.	Might the model lead to speedier decision making.	✔	✔	✔✔

OPTION 1


CABINET MEMBERS
CHIEF OFFICER OF THE COUNCIL
GENERAL MANAGERS
HEADS OF SERVICES
Number of Heads of Service are indicative only
line management
performance management
prime source of policy advice

OPTION 2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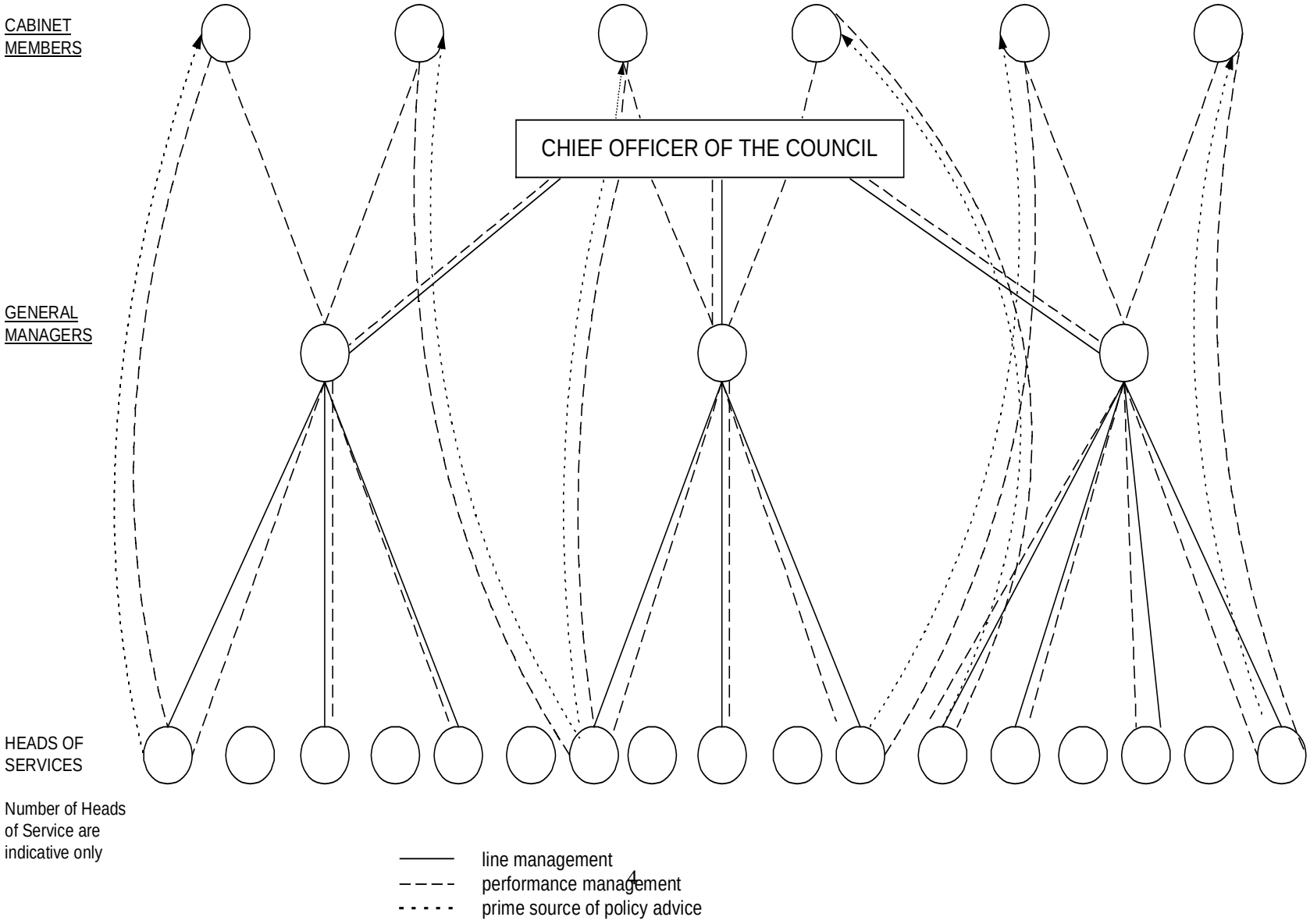
OPTION 3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