



COSLA

COSLA'S ORGANISATIONAL STRUCTURE

COSLA, the Convention of Scottish Local Authorities, is the representative voice of Scottish local government. 31 of Scotland's 32 councils are members of COSLA.

COSLA also acts as the Employers' Organisation for all Scottish councils, negotiating salaries, wages and conditions of service for local government employees with relevant trade unions.

COSLA has recently adopted a new organisational structure with the aim of increasing COSLA's capacity to approach issues in a coherent and holistic way. This paper provides a brief summary of the new structure.

COSLA's organisational structure consists of a Corporate Management Team (CMT), a Senior Management Team (SMT) and seven interdisciplinary themed teams.

The CMT consists of the Chief Executive (Rory Mair) and two Strategic Directors (Jon Harris & Barbara Lindsay). The CMT's role is to focus on driving forward genuinely strategic issues – the high-level priorities, the strategic use of resources needed to achieve them, direction and development of all staff and performance monitoring. Karen Macrae is the Chief Executive's P.A.

The CMT is supported by the SMT, consisting of the Head of Finance (Brenda Campbell), the Head of the Employers Organisation (Joe Di Paola) and the Corporate Policy Manager (Janine Botfield).

In addition, COSLA has an externally funded specialist adviser on Modernising Government and Dialogue Youth (David Jones).

COSLA aims to enable elected members of different political groups to have the opportunity to contribute to COSLA's work and to participate fully to the development of policies for local government, which represent, as far as possible, consensus between the political groups.

COSLA's themed teams are the core of COSLA's structure. The teams' themes are a combination of service-driven and process-driven areas. They are not tied to traditional local authority services and functions although specific services and functions will be covered by some teams.

The remits of the themed teams assist COSLA to develop an effective, pro-active, and holistic approach to policy development on behalf of its members.

The teams are:

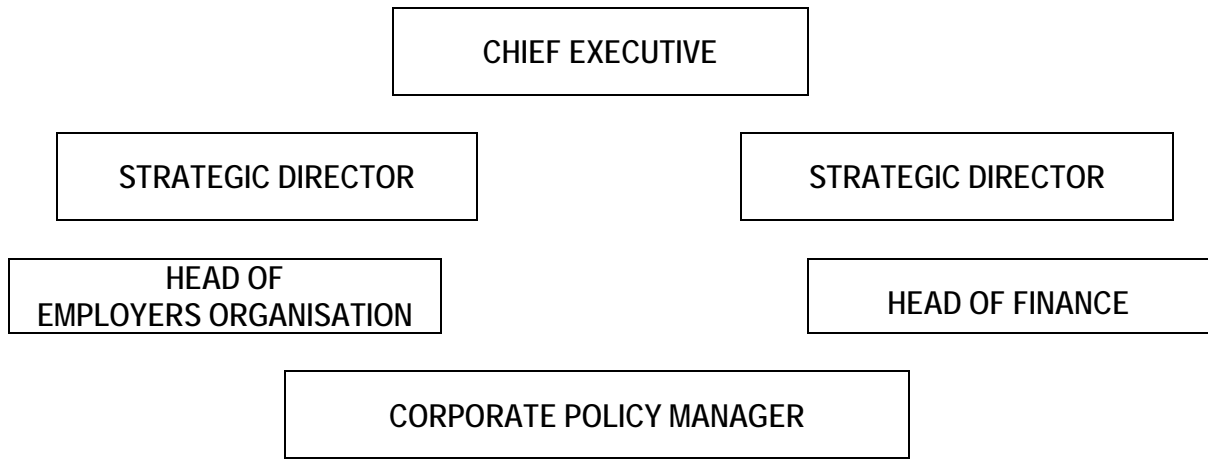
- Children & Young People
- Community Resourcing
- Corporate
- Environment & Regeneration
- Health & Social Care
- Image, Media & Communication
- Resourcing & Capacity

The way that the teams operate and their relationship with each other have evolved over time. Although each team has its own remit and areas of responsibility (see overleaf) there will be many policy areas that will require joint working between two or more teams.

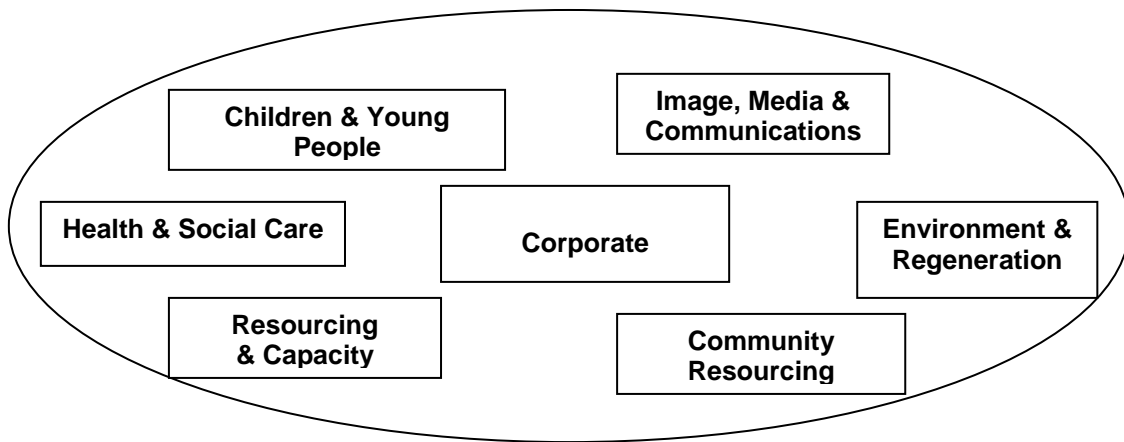
All teams will contribute to corporate priorities such as the Health Improvement Programme, the Executive's Spending Review and employment issues.

Each themed team is led by a Team Leader and contains several other Policy Managers, Policy Officers and Support Staff. Most policy and support staff have a 'home' team but will also work with one of the other teams. Each team also includes a member of the CMT or the SMT.

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THEMED TEAMS



THE THEMED TEAMS

COMMUNITY RESOURCING

Remit

Community Safety including Adult Justice/ Crime Issues
Housing, homelessness and housing improvement
Social Justice, Social Inclusion & SIPs
Arts, Culture & Leisure
Anti-Social Behaviour
Asylum and Refugee Issues
Health Improvement

CHILDREN & YOUNG PEOPLE

Remit

Integrated Children's Services
Education & Community Learning
Children & Family Social Work
Teachers' Agreement
Child Protection
Youth Work
Youth Justice/Crime Issues
Workforce & Other Resource Issues
Health Improvements
Early Years

ENVIRONMENT & REGENERATION

Remit

Economic Development
Tourism
Physical Regeneration
COSLA Brussels Function
Environmental Issues
Planning
Sustainable Development
Energy
Waste
Transport
Water Services
Building Control
Environmental Health
Health and Safety Enforcement
Regional Policy
European Environmental Policy

CORPORATE

Remit

Governance
Public Sector Reform
Elections 2007
Efficient Government
Manifestos and Parliamentary Liaison

HEALTH & SOCIAL CARE

Remit

Community Care
Joint Future
Free Personal Care
Care Homes
Supporting People
Homelessness (Support & Social Care)
Local government & NHS Interface
Older People's Services
Mental Health Services
Substance Misuse
21st Century Social Work Review & Implementation
Health Improvement

IMAGE, MEDIA & COMMUNICATIONS

Remit

Regular and effective communications with member Councils
Press & media management
Promotion of a positive image of Local Government
Co-ordinating external relationships with partner organisations
Co-ordinating COSLA's approach to influencing the
Scottish, Westminster & Brussels Parliaments
ICT services
Managing and marketing the COSLA Conference Centre & events

RESOURCING & CAPACITY

Remit

Efficient Government
Workforce Development & Planning
Public Sector Reform
Physical Resources including Assets, PPPs and Procurement
Financial Resources Including Spending Review
Health Improvement Capacity Building
Elected Member Training
Excellence Awards

COSLA's KEY OBJECTIVES & PRIORITIES

COSLA's key objectives are to:

- develop external relationships with bodies such as the Scottish Executive, and Parliament;
- address and influence key constitutional issues for Local Government; including;
- influence the development of the public policy framework in line with the political direction set by the political leadership of COSLA;
- influence and protect the resourcing of Local Government by addressing issues of priorities, accountability, flexibility and resource deficit;
- contribute to the agenda on issues relating to Local Government as an employer, taking account of policy directions and linking to the national pay and conditions negotiations;
- promote the role, image and credibility of Local Government; and,
- develop COSLA as a well managed and professional organisation.

Along with the policy work being undertaken by the seven themed teams, COSLA performs a vital role as the employers' organisation for all 32 Scottish local authorities, negotiating salaries, wages and conditions of service for local government employees in Scotland dealing with industrial relations and employee development issues.

COSLA has an officer and an office in Brussels located at Scotland House that enables COSLA to represent the interests of Scottish local government to the institutions of the European Union.

Health Improvement – promoting and supporting the health and well-being of all citizens – is becoming increasingly important for councils. COSLA has received funding from the Scottish Executive to promote the Health Improvement agenda within councils and to ensure that all COSLA's policy work takes account of this agenda.

Dialogue Youth is a major national initiative funded through the Scottish Executive to promote cross-departmental and inter-agency approaches to delivering services for young people, engaging with young people and exploiting the potential of new technology.

The Teachers' Agreement Communications Team has been created with funding from the Executive and councils to maintain a close eye on progress, and support the communication and implementation of the complex and often sensitive issues flowing from the McCrone Report.

COSLA's main office is situated at Rosebery House, Haymarket Terrace, Edinburgh. This office contains the COSLA Conference Centre, which offers a choice of seven rooms, each of which are available to hire individually or in conjunction with any of the others. COSLA also has an office in the centre of Glasgow and a European office in Brussels.

Further information about COSLA is available from:

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