

Scrutiny Committee – 2nd February 2010

8. Post Restructure

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Purpose of Report

To assist members of Scrutiny to consider whether or not the revised structure has adversely affected service delivery and whether or not the proposed savings have been realised.

Action Required

That the report be noted.

Background

On the 16th July 2009, Full Council approved a report entitled 'Senior Management Restructure'. The report made proposals for a new senior management structure at the Council that would save in the region of £365,000 per annum.

The report further indicated that the cost of putting this new structure in place would not exceed £906,000 thereby ensuring a payback period no greater than 2.5 years.

Outturn Results

All the necessary positions in the structure have now been filled and any posts that needed to be closed down have been deleted from the establishment.

The outturn results now show that the total annual savings are £355,200 while costs were £826,000.

Therefore the payback period is slightly less than anticipated, which is good news.

Impact on Performance

It remains too early to provide members with concrete evidence as to any impact on performance levels across the organisation. The new structure has been in place for just about 4 months.

However it is worth noting that the Audit Commission work on the Comprehensive Area Assessment was being carried out at roughly the same time as the structure was being put in place. The Commission saw nothing to alter their assessment that this Council was the best performing district council in the South West region.

Monitoring of performance data at both Management Board and the Executive has shown all performance indicators, with a few exceptions, to be on target. The exceptions, such as recycling rates, have no link to the new structure.

However it is clear that in some key areas there has been an improvement in general performance. Members will recall that an important part of the re-structure was not the

simple deletion of posts but rather the creation of some posts in areas that needed additional capacity while still, overall, securing financial savings for the council.

Therefore areas such as area working, third sector, civil contingencies, ICT development to name but four, have all benefited from additional resource.

Revisions and Further Work

No revisions have been made to the agreed structure. Service Managers have been encouraged to look closely at their own teams and consider whether further economies can be made without reducing service quality. However this is simply good, ongoing management as opposed to a specific service re-structure.

Morale appears to remain high at the Council. Nevertheless HR will be undertaking a staff survey in the summer. The results will be reported to members of Scrutiny.

Conclusion

It will be appropriate for Scrutiny members to consider the full 2009/2010 performance outturn data, in the context of the re-structure, during the summer of 2010.

Financial Implications

There are no financial implications in receiving this report.

Background papers:

Report to Council, 'Senior Management Restructure', July 2009.
