

OPTION: Management Restructure

To reduce the Council's management structure in a way that provides the Council with a sustainable management structure with back office support brought together to deliver improved ways of working and to realise efficiencies.

BUDGET SAVING:

£5.5 million

DESCRIPTION OF OPTION:

The review of the Council's management structure will take into consideration:

1. All those with management responsibility at principal officer grade and above.
2. The impact on remaining structures.
3. The target saving of approximately 33% of managers at PO grade and above.

The review will be completed in two stages:

1. Chief Officers, Head of Service, Senior Managers (those who report to a Head of Service), and immediate impact on remaining structure.
2. All other managers including managers at PO grade and above and immediate impact on remaining structure.

A further review will take place in 2013/14 of other management grades below PO level.

RATIONALE FOR SAVINGS

Wirral Council, (along with many other local authorities) is facing unprecedented pressure on its finances. We need to save an estimated £100 million over the next three years (2013-16). The proposals above are part of a range of measures being put forward to reduce the budget deficit, and to reduce the Council's salary costs. The Chief Executive brought a proposal to the Cabinet on 18 September 2012 to strengthen the strategic leadership for the Council as part of the Improvement programme. At that stage it was agreed that further re-structure would follow to fund the new roles of Strategic Director and also to reduce the overall management cost for the Council. To deliver this agreement, the Council will consider options to reduce the number of managers across the Council.

IMPACT

This impacts the workforce at different stages. At stages one and two above, Chief Officers, Heads of Service and senior managers (those who report to a Head of Service), and managers at PO grade and above will be affected. All of these staff have been identified as 'at risk' of redundancy as the future management restructure of the Council is considered.

MITIGATION

The management structure is being reviewed as part of a range of proposals to enable the Council to reduce its budget deficit. The management structure will be aligned to service change proposals. The restructure and its impact is being considered in stages, beginning with the most senior managers, so that the impact on the remaining structures can be considered at each stage.

