

## ABERDEEN CITY COUNCIL

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COMMITTEE:	Education, Culture and Sport
DATE:	15 April 2010
DIRECTOR:	Annette Bruton
TITLE OF REPORT:	Education, Culture and Sport Senior Management Re-structuring
REPORT NUMBER:	ECS/10/044

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### 1. PURPOSE OF REPORT

The purpose of this report is to make recommendations for the achievement of agreed 2010/11 revenue budget savings through:

- the establishment of a revised structure and remits for senior management posts within central support services for the Education, Culture and Sport Directorate; and
- a wider restructuring of the Education, Culture and Sport Directorate.

### 2. RECOMMENDATION(S)

It is recommended that the Committee:

- i. Agrees to the proposals to establish the 9 new Manager and 7 new Quality Improvement Officer posts shown at Appendix One;
- ii. Notes the arrangements to fill these new posts through the Council's Job Matching Process;
- iii. Agrees to the disestablishment of all the existing Service Manger, Strategist Education Officer, Operational Support Manager and Manager - Communications and Administration posts within the Education, Culture and Sport Directorate.
- iv. Agrees to provide delegated authority to the Director of Education, Culture and Sport to implement further re-structuring across the Directorate, and in accordance with Council policies and procedures for Trade Union consultation and managing organisational restructuring, thereby enabling delivery of the agreed 2010/11 budget savings.
- v. Otherwise notes the report.

### 3. FINANCIAL IMPLICATIONS

Based on the current (2009/10) costs there will be a minimum full year financial benefit to be gained through the proposed senior management re-structuring as follows:

Current 23 Senior Managers *	£1,492,969
Proposed 16 new Senior Managers	<u>£1,101,772</u>
<b>Minimum Full Year Saving</b>	<b>£ 391,196</b>

\* the existing Service Manger, Strategist, Education Officer, Operational Support Manager and Manager-Communications and Administration posts within Education, Culture and Sport

The Council's 2010/11 Education, Culture and Sport budget includes agreed savings totalling £792,000 (DS02 and CO2) to be achieved through the re-structuring of the Directorate's central support functions. This report, and the restructuring proposals detailed within, will make a significant contribution towards the sustainable achievement of these savings.

The salary grades for the proposed new 3 Service Manager Schools and 7 Quality Improvement Officer posts have been determined through the Nationally agreed grades for Quality Improvement Manager in Education and Quality Improvement Officer in Education.

The salary grades for all the 6 other new Senior Manager posts are being determined through the Council's job evaluation scheme. The £1.1M annual costs detailed above for these posts is the maximum that could result from the job evaluation process based on current Service Manager salary scales.

Against this full year saving there will be limited one-off costs, namely any severance costs resulting from the potential redundancy of postholders in the current structure. The exact value of these costs cannot be determined at this time due to a variety of factors, including the specific circumstances of individual voluntary severance / early retirement applications, the individual outcomes of the job matching process, and particularly the age, length of service and salary of the staff affected by this restructuring.

In addition, the time taken to complete the job matching process and if required the subsequent redeployment/redundancy process will reduce the level of saving achieved in 2010/11.

The report also seeks delegated authority for the Director of Education, Culture and Sport to implement further restructuring across the Directorate in line with the agreed 2010/11 budget savings. This will enable the Director to deliver the required Council budget saving in full and to determine and implement further re-structuring as swiftly and efficiently as possible.

### 4. SERVICE & COMMUNITY IMPACT

The overarching aim of the proposed management re-structuring is to ensure that the Education, Culture and Sport Directorate is organised to deliver Best Value, to strengthen the Directorate's overall accountability and its ability to

deliver effectively the commitments set out in *Vibrant, Dynamic and Forward Looking*, the Single Outcome Agreement and the Education, Culture and Sport Service Plan.

## **5. OTHER IMPLICATIONS**

The revised management arrangements will impact beneficially on the Council's work through the achievement of greater efficiency, clarity and accountability. The proposals have been developed following engagement with existing Education, Culture and Sport senior managers and consultation with Trade Unions as part of the budget setting process. All aspects of the proposals have been considered in the context of equalities and human rights impact.

Filling the posts within the proposed structure will be undertaken in accordance with the Council's Job Matching Policy.

It is proposed that the job matching process commences immediately, subject to the decision of the Committee, with a view to the job matching process being completed by the end of June 2010.

In reducing the overall number of senior manager posts by 7 posts there will be a redundancy situation for some existing postholders. Until the job matching process is complete it is impossible to know the number of staff affected. For those who choose not to apply for any of the new posts or are unsuccessful through job matching, in recognising our statutory obligations to mitigate redundancies, the Council will explore any suitable redeployment opportunities. If there are no suitable redeployment opportunities the staff concerned will be in a redundancy situation.

## **6. REPORT**

These proposals for the completion of a restructuring of senior management posts within central support services are based upon a need to achieve better outcomes and public value for our communities; a commitment to achieving best value across the board, including the achievement of agreed revenue budget savings and, the need to complete the establishment of a clear framework for accountabilities and roles and responsibilities for officers.

## **7. REPORT AUTHOR DETAILS**

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## **8. BACKGROUND PAPERS**

Aberdeen City Council Job Matching Policy  
Report Number OCE/09/12 Chief Officers Second Tier Restructuring  
Report Number CG/10/045 Financial Strategy – Revenue Budget 2010/11

Appendix One – Structure Charts  
Appendix Two – Job Descriptions and Person Specifications