

Directorate Restructuring Panel

22 October 2013

Agenda

- Summary of Consultation feedback
- Three Director Structure
- Pros and Cons
- Legal Update
- Voluntary Redundancies (Exempt session)
- Questions?

Consultation Feedback

- See Summary Feedback Report

Possible 3 Director Structure

- See Organisation Chart

Three Director Structure

- Pros
 - Salary saving of £100k pa (maximum)
 - One less 'silo'
- Cons
 - Risk of insufficient resource to manage the transition
 - Need to re-consult (delays =cost)
 - Statutory Officer Positions more challenging
 - Higher Redundancy costs (extra compulsory)
 - More risk of challenge
 - Larger Directorates more difficult to manage

Legal Update

- Legal advice has been sought on the process
- Preliminary findings
 - Process adopted looks very sound
 - Change to 3 directorates would require a further consultation
 - Don't necessarily need separate job descriptions for statutory roles
 - Equalities review should be completed (already being considered)
 - Minor changes to the 4 directorate structure would not require further consultation
 - Proposed appointments process looks sound
- Formal advice due early November

Voluntary Redundancies

- See Report

Questions?