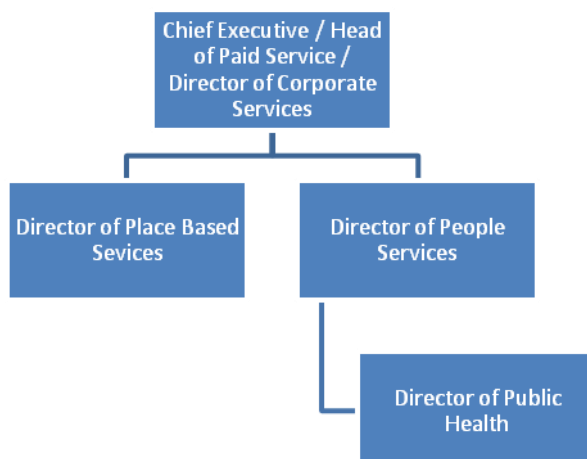


Examples of organisational structures used in councils

The following are examples of different organisational structures that are being used in other councils, it should be noted that many other structure configurations are available.

Example 1



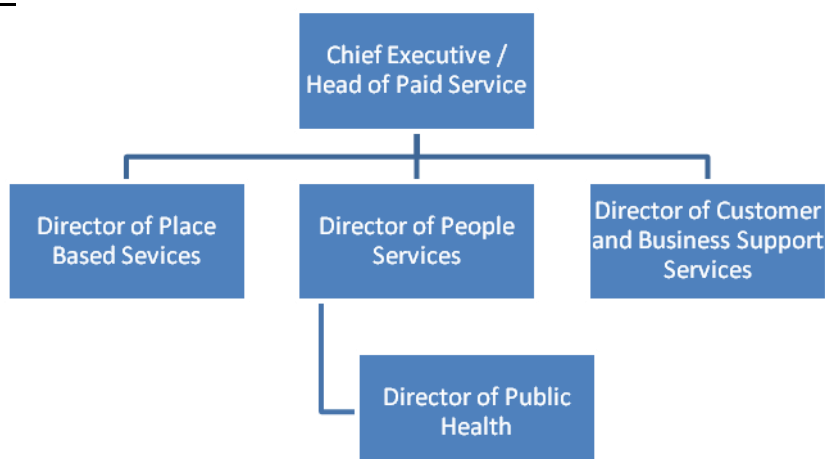
Implications for CYC

Number of post reductions: 3 Director posts

Possible savings from Directors posts: £405,000

Analysis of implications: This option creates the potential for a very small and tightly focused top management team, the potential downside relate to too little capacity at Director level, the possibility of spans of control being too wide or there being too many management layers in order to accommodate the senior specialists that would be needed, particularly in the People Directorate. It would also add to the Chief Executive responsibilities and increase span of control although this could be ameliorated by utilising a corporate services AD in a management role in a “mezzanine” style approach.

Example 2



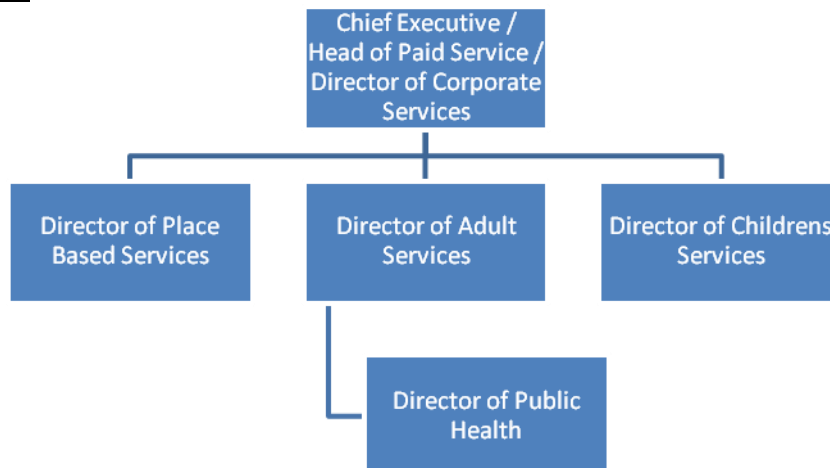
Implications for CYC

Number of post reductions: 2 Director posts

Possible savings from Directors posts: £270,000

Analysis of implications: The implications are similar to those for option 1 with the difference of adding more capacity at Director level and reducing the need for the Chief Executive to manage corporate services.

Example 3



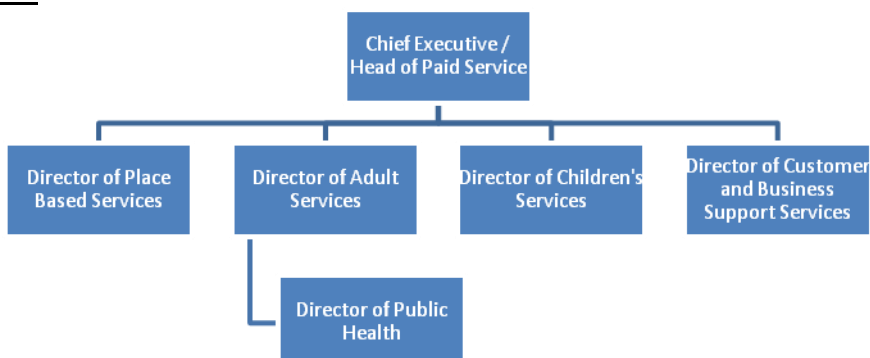
Implications for CYC

Number of post reductions: 2 Director posts

Possible savings from Directors posts: £270,000

Analysis of implications: This option has the benefit of establishing a small and tightly focused top management team whilst retaining some further management capacity at Director level, and reducing the consequent need for re-organisation at AD level, particularly across Adults and Childrens Services. It potentially adds further direct line management responsibilities to the CE post and broadens the span of control, but this may be ameliorated by utilising one of the corporate AD's as lead manager in a "mezzanine" style role.

Example 4

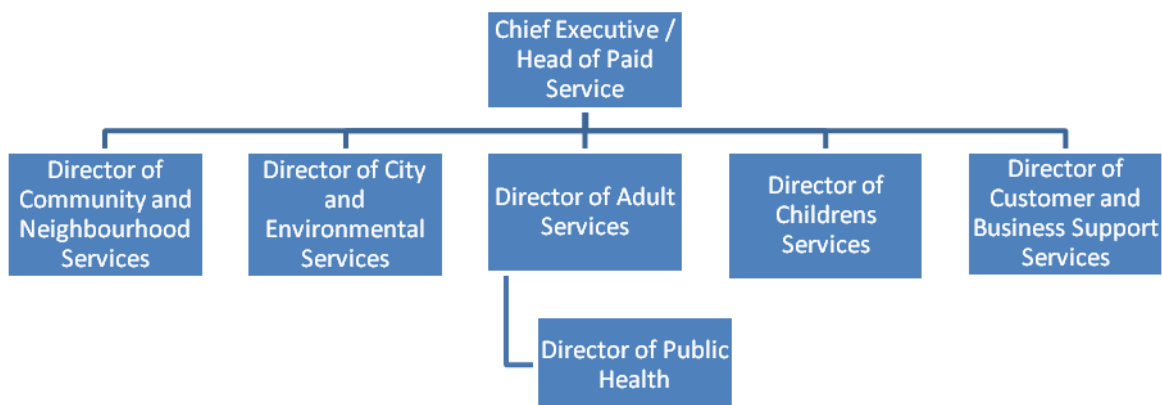


Implications for CYC

Number of post reductions: 1 Director post
Possible savings from Directors post: £135,000

Analysis of implications: This option has the benefit of retaining management capacity at Director level and reducing the consequent need for re-organisation at AD level, particularly across Adults and Childrens Services. It would require some re-organisation of AD roles below the Director Place but this, whilst being disruptive, would not be too significant.

Example 5



Implications for CYC

Number of post reductions: 0 Director posts
Possible savings from Directors posts: £0

Analysis of implications: Fundamentally this is the 'as is' option, with the exception that the Director of Public Health would report to the Director of Adult Services to bring all of the Adult Social Care / Health services together. There is scope to review and where necessary change the service portfolio for each Director post.