

# **WAVERLEY BOROUGH COUNCIL**

**EXECUTIVE - 2 DECEMBER 2014**

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## **Title:**

**SENIOR MANAGEMENT RESTRUCTURE – ONE YEAR ON**  
**[Portfolio Holders: Cllrs Robert Knowles and Julia Potts]**  
**[Wards Affected: All]**

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## **Summary and purpose:**

On 10 December 2013, Council agreed the restructuring and streamlining of the Senior Management Team and in agreeing to the new structure, asked for a review to be conducted one year on.

This report reviews the effectiveness of the new Senior Management Structure since its implementation on 1 January 2014.

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## **How this report relates to the Council's Corporate Priorities:**

The new Senior Management Team structure has reduced the Council's senior management support costs by £132,000 p.a. whilst enabling the Council to continue to achieve the delivery of high quality front-line services.

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## **Background**

1. The Senior Management structure has been in place since 1 January 2014 and has successfully contributed to the financial savings referred to in last year's Budget Review saving £132,000 p.a. and providing a robust Senior Management Team structure to strengthen both the strategic and operational needs of the Council going forward and supporting the Council's commitment of being a leading authority.

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## **Aims of the Restructure**

2. Performance in its first year is compared against the aims of the restructure:
  - i. To achieve £132,000 of ongoing savings in support costs to help protect front-line services from budget reductions: **ACHIEVED**
  - ii. To provide a robust and resilient Senior Management Team structure which meets both the strategic and operational needs of the Council going forward and supports the Council's commitment to being a leading authority: **ACHIEVED AND ONGOING**
  - iii. To achieve a structure that was based on close working between members of the Executive and the Senior Management Team: **ACHIEVED AND ONGOING**
  - iv. The Senior Management structure fulfils the Council's statutory requirements: **ACHIEVED AND ONGOING**

- v. To apply the Council's redeployment policy as the preferred option to avoid the redundancy of one deleted post: ACHIEVED.

### **Ongoing improvements**

3. Whilst the Senior Management Restructure has achieved positive results in its first year, officers continue to work with the Executive to implement further improvements to achieve high levels of performance and resilience. For example, during this year, the Council has increased its resilience by successfully transferring payroll administration to Epsom and Ewell Borough Council.
4. As the Council embarks on its budget process for 2015/16, officers will be looking to identify further improvements to performance as well as identifying budget savings to protect front-line services in the light of Government grant reductions.

### **Conclusion**

5. The Senior Management structure has been in place since 1 January 2014 and has successfully contributed to the aims set by Council.

### **Recommendation**

It is recommended that the report be noted.

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