

### **Chief Officers and Senior Management Tier and Middle Management Tier Review**

The Council is a diverse and complex provider of a broad range of public services, many of which are regulated or based in law. Whilst it is important that sufficient management capacity and capability exists to ensure that services are well led and have the necessary professional and technical expertise, keeping management overheads under regular review is key for the next 3 years. By applying a combination of targeted reviews to create stronger alignment between existing functions, the robust and consistent application of a set of organisational design principles and taking opportunities to reduce management overheads as vacancies arise will occur. This is expected to enable the Council to reduce current management costs by £5M over the coming 3 years. Any formal changes will be the subject of full consultation and engagement with the employees concerned and our recognised trade unions.

### **Resources Directorate Workforce Savings**

The Resources directorate provides a range of enabling corporate support services across areas such as finance, human resources, legal, digital and asset management. The proposed reductions will be delivered through a combination of targeted organisational reviews in areas where the costs of the support service concerned can be reduced, whilst meeting the needs of front line services, or through effective vacancy management to deliver cumulative savings. Any formal changes will be the subject of full consultation and engagement with the employees concerned and our recognised trade unions.

Stephen Moir  
Executive Director of Resources