

REVIEW OF SENIOR MANAGEMENT STRUCTURE

Proposals for Change

Now	Proposed	Key Differences
Chief Executive	Chief Executive	No change
6 Directors: <ul style="list-style-type: none"> • Deputy Chief Executive • 5 Executive Directors 	4 Directors: <ul style="list-style-type: none"> • All are 'Corporate Directors' • One is also Deputy Chief Executive • 'Portfolio Management' (functions to be line managed not fixed – may change and/or rotate) 	Fewer Directors at this (2 nd) tier, who are: <ul style="list-style-type: none"> • More corporately focused • More focused on strategic issues • Less focused on operational management (more delegation to functional managers)
31 functional managers reporting to Directors (see Attachment A): <ul style="list-style-type: none"> • Executive Manager (Financial Services) • 11 General Managers • 19 other managers (most senior, but some not so senior) 	<ul style="list-style-type: none"> • Circa 20 'Heads of Service' reporting to Directors, all at very senior (including executive/general manager) and other senior manager grades • Many functions unaffected, but: <ul style="list-style-type: none"> (a) Some currently separate functions brought together under a single Head of Service post (b) Managers of some other currently separate functions no longer report directly to a director (but instead become 4th Tier post holders, reporting to a Head of Service) 	<ul style="list-style-type: none"> • Fewer separate functions at this (3rd) Tier of management (so service divisions on average larger) • More empowered and stronger service managers