

## Agenda item No: 10

### EAST MIDLANDS IMPROVEMENT AND EFFICIENCY PARTNERSHIP BOARD MEETING: 12<sup>th</sup> SEPTEMBER 2008

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#### Report of the Director

#### EM IEP Support Team Structure

1. Purpose of the report
  - 1.1 The EM IEP Officer Steering Group meeting on the 16<sup>th</sup> June 2008 considered the **attached** report. The purpose of the report was:
    - a) To propose a revised EM IEP Support Team structure (core team)
    - b) To establish a third Programme Manager (non core team) who will initially be working on the Environmental Services/Climate Change programme
2. Background
  - 2.1 The EM IEP Officer Steering Group:
    - a) Considered and recommended approval of the revised core team structure, given the need to accommodate a transferred LG-EM colleague and with vacancies providing some flexibility. The changes provide a net reduction of £27k on core team salary costs.
    - b) Approved the additional Programme Manager, the cost of which forms part of the regional programme funded from the 30% resource allocation.
  - 2.2 The proposed EM IEP Support Team structure is **appended** to the **attached** 16<sup>th</sup> June 2008 Officer Steering Group report. The salary grades are those determined by independent job evaluation by the host authority. Where the term (TBC) is shown against a post title, this denotes the post is currently waiting for the salary grade re-evaluation outcome. This is a legacy of the merger of EMCE/LG-EM posts into the new structure in April 2008.
3. Recommendations
  - 3.1 The EM IEP Board is recommended to consider and agree:
    - a) The EM IEP Core Support Team structure
    - b) The additional post of Programme Manager (non core team)

**Chris Allison**  
**Director EM IEP**

## Agenda item No: 10 attachment 1

### EAST MIDLANDS REGIONAL IMPROVEMENT AND EFFICIENCY PARTNERSHIP OFFICER BOARD MEETING: 16 JUNE 2008

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#### Report of the Director

##### EM RIEP Support Team structure

1. Purpose of the report
  - 1.1 To make recommendations to change the organisation structure of the EM RIEP Support Team to reflect changed priorities.
  - 1.2 To advise the host authority (Nottinghamshire County Council) and employer of the EM RIEP Support Team staff, of the recommended changes.
2. Background
  - 2.1 In establishing the East Midlands Regional Improvement and Efficiency Partnership arrangements the Support Team structure was implemented by Nottinghamshire County Council in March 2008, through an 'enabling' process involving staff of the EMCE and the LGEM Improvement Team. Appropriate consultations were completed with staff affected and their trade union representatives.
  - 2.2 Appendix 1 contains the current structure for the EM RIEP Support Team. It contains 6 core team posts and 2 programme managers (non core).
  - 2.3 The existing EMCE team were deemed by the Enabling Panel to have comparable job claims to posts in the new EM RIEP Support Team structure. A remaining colleague in the LGEM Improvement Team was deemed to have a changed job claim against a generic post of programme manager.
  - 2.4 The emerging work programme priorities as set out in the Business Delivery Plan indicate an emphasis on performance management and monitoring. This is further enhanced by the recent decision of the Members Board to conduct a benchmarking exercise against the 26 stretch targets contained within the RIES and the Business Delivery Plan.
  - 2.5 It is also clear that an additional 'non core' programme manager is required to assist with the growing workload associated with the Environmental Services/Climate Change work stream. Non core posts (3) are funded from work stream resource allocations and do not impact upon the cost of the core team posts. The current budget for 2008/09

shows the total costs of the EM RIEP Support Team to be £566,892 of which £432k is attributable to employees' costs.

### 3. Proposal

- 3.1 Appendix 2 contains the proposed EM RIEP Support Team structure. It can be seen that it is proposed to delete the post of Assistant Director (Transformation and Improvement – salary £70,059 at grade max) and establish a new post of Principal Officer Performance Improvement. Salary to be determined by JE, but anticipated to be £42,664 max.
- 3.2 The changes to the core team structure provide a saving of approximately £27k, with which it is proposed to create a Consultancy budget.
- 3.3 Appendix 2 also shows the additional non core team Programme Manager for Environmental Services/Climate Change at the salary established for the existing two posts at £42,664 at grade max.
- 3.4 In addition and given that some urgent work is required during June on the benchmarking task, RSe Consultancy has been engaged to help speed up the data collection and analysis activity. It is considered that a further sum of £35k should be top sliced from the regional programme allocation (30%) to enable this work to be funded on behalf of all 5 Sub Regional Partnerships. .
- 3.5 It will be necessary to report these changes to the host authority to satisfy their Human Resources regulations.

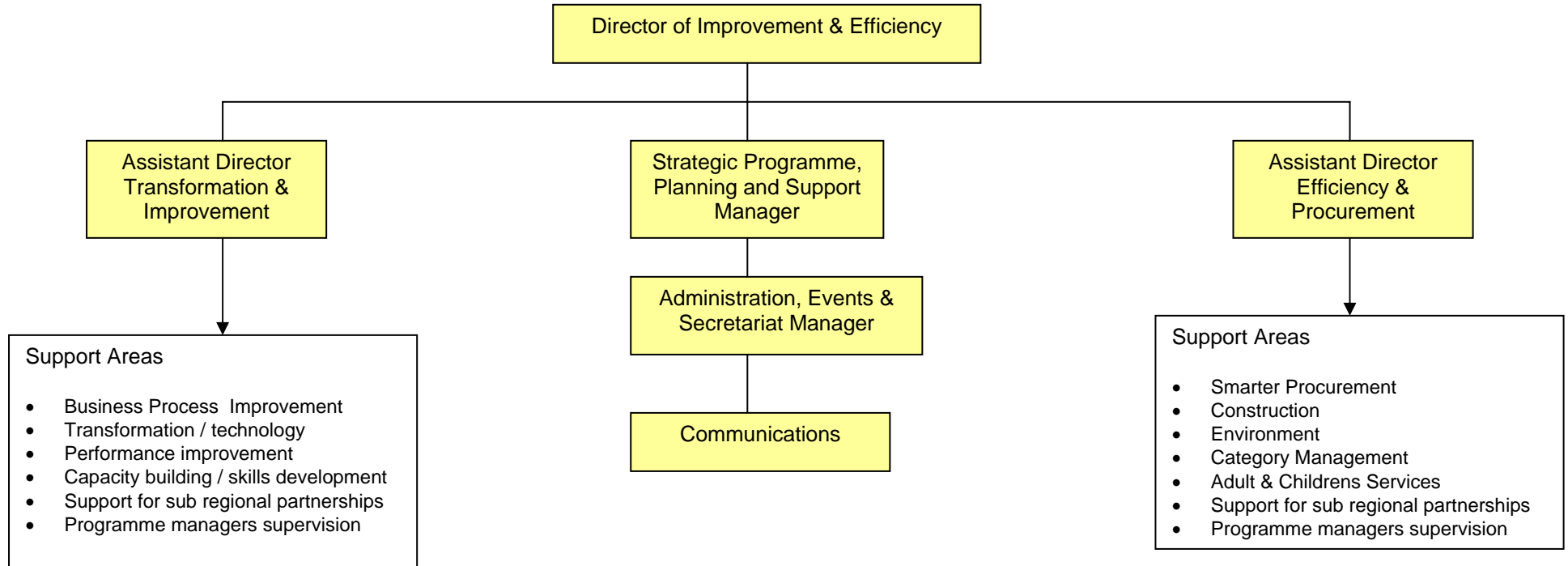
### 4. Recommendations

- 4.1 That the revised core team structure for the EM RIEP Support Team be approved.
- 4.2 That a top slice of £35k from the regional resource allocation (30%) be used to fund the benchmarking work programme.
- 4.3 That the establishment of a third Programme Manager (non core team) for the Environmental Services/Climate Change programme be approved.

**Chris Allison**  
**Director**  
**East Midlands Regional Improvement & Efficiency Partnership**

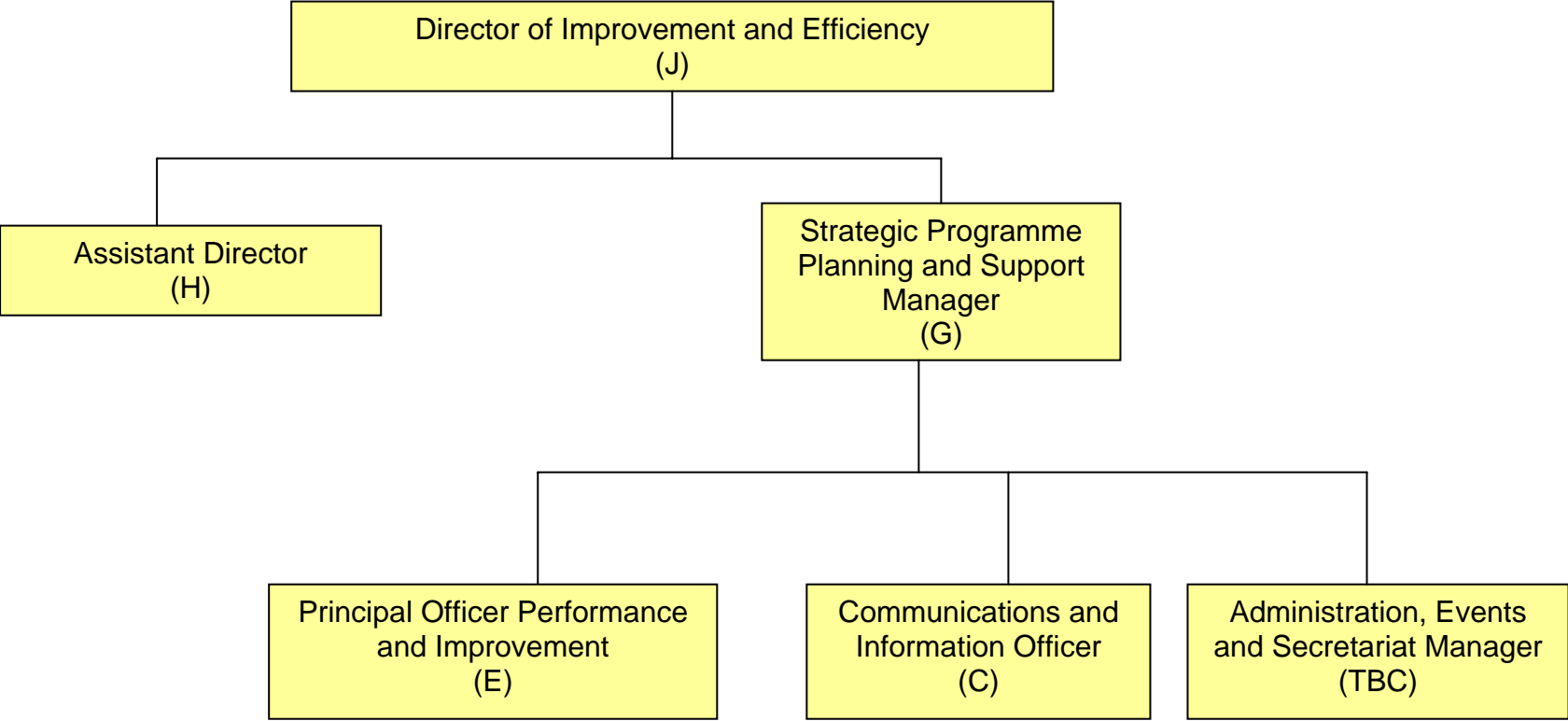
**Existing Approved Structure for  
EM IEP Core Support Team**

*(Approved February 2008)*



**Non Core Support Team Regional Programme  
Manger x 2**

**Proposed EM IEP Structure for EM IEP  
Core Support Team**



**Non Core Support Team** Regional Programme Managers x3