

| Ref | Service                  | Proposal Definition  | Net Budget<br>2016-17 | Saving<br>2017-18 | 2018-19 | Total | Reduction<br>% | Employees |               |                          |         | Vacs. | VR<br>Req.  | TU Feedback  | Management Information/Response   |
|-----|--------------------------|--|-----------------------|-------------------|---------|-------|----------------|-----------|---------------|--------------------------|---------|-------|---|--|---|
|     |                          |  |                       |                   |         |       |                | Current   |               | Likely FTE<br>Reductions |         |       |   |  |   |
|     |                          |  |                       |                   |         |       |                | FTE's     | Head<br>count | 2017/18                  | 2018/19 |       |   |  |   |
| 4X1 | Office of the Chief Exec | <b>Restructure</b> - In February 2016, the Council agreed a saving of £541,000 in 2017 -18 from a "review & restructure of the Chief Executive's Office, Public Affairs & Communications (PAC) & Policy, Programmes & Change (PPC)". Further cuts of £479,000 are proposed for 2018 -19. This proposal suggests a radical restructure of the Office of the Chief Executive to improve the coherence and integration of core corporate functions, so they can support & improve the Council's leadership of the District. The Authority will need to continue to change in order to have the agility, skills & capacity to influence, negotiate, communicate & collaborate with communities and partners to deliver the districts priorities. | £3.6m                 | 0                 | 479     | 479   | 13%            | 87        | 98            | 11.5                     | 0       | 3     | 0   | 16.12.16 Feedback Unite noted the new AD post's remit included 'strategic commissioning' and asked what that entailed.   | Management advised it is around 3 areas:<br>1. Agreeing priorities and what arrangements are needed to deliver them.<br>2. Aligning resources to deliver them.<br>3. Helping to develop markets locally – building in the capacity to make every Bradford £1 work for Bradford. |
|     |                          |  |                       |                   |         |       |                |           |               |                          |         |       | 16.12.16 Unite asked if there were any staff working on this area.  | Management advised that there were no staff resources in Office of the Chief Executive currently. There may be some staff as part of a £5m transformation fund, which is a budget proposal. Unison advised that Adults were looking at some of that budget and Management said the Transformation Fund would support cross-cutting projects. |   |
|     |                          |  |                       |                   |         |       |                |           |               |                          |         |       | 16.12.16 Unite asked when Management would start looking at this work.  | Management advised that some work had started in other Services but not yet in OCX. There is a report going to CMT next week on Governance Arrangements.   |   |
|     |                          |  |                       |                   |         |       |                |           |               |                          |         |       | 16.12.16 Unite asked if the posts would be on the structure post restructure  | Management answered that they may not be.  |   |
|     |                          |  |                       |                   |         |       |                |           |               |                          |         |       | 16.12.16 Unite asked who would be eligible to apply and HR advised that this may be challenged by colleagues across the Council. Management asked if the Unions had a view on this. Unison and GMB said they should be offered across the Council. Unite said they should be offered to the OCX only. | Management advised that the posts would be internal, and possibly only to the OCX.   |   |
|     |                          |  |                       |                   |         |       |                |           |               |                          |         |       | 16.12.16 Management asked if the TU's had any other matters to raise/ discuss.  | No issues to raise.  |   |
|     |                          |  |                       |                   |         |       |                |           |               |                          |         |       | 16.12.16 Unite asked if Management have a staff profile   | Management advised they have asked for one.  |   |

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|  |  |  |  |  |  |  |  |  |  |  |  |  | 16.12.16 There was a discussion about having just one restructure and Management asked the Unions for feedback   | There was general consensus that one restructure was preferable to two restructures, given the timescales. Unite advised that they did not want people at risk of redundancy which Management understood. The detail needs to be worked up and the structure needs longevity.   |
|  |  |  |  |  |  |  |  |  |  |  |  |  | 16.12.16 Unite asked if there were any areas which would not be affected by the restructure  | Management advised that they could not say that anybody's job was safe.   |
|  |  |  |  |  |  |  |  |  |  |  |  |  | <p>21.12.16 Job Profiles<br/>Management had received comments from Unite and asked if Unison and GMB had any comments on the Job Profiles for the 'Head of Marketing and Communications' and the 'Head of Policy, Performance and Change' posts tabled at the last meeting. Unite's comments are:</p> <ol style="list-style-type: none"> <li>1. Concerned that a new layer of management is being created when higher layer was reduced.</li> <li>2. Savings through the reduction of the AD post, that could have been used to safeguard posts in OCX, will be used and possible to fund career advancement for staff elsewhere in the Council – when staff in OCX most likely will face Compulsory Redundancy when the new structure is implemented.</li> <li>3. New AD has 6 direct reports – this is less than other ADs – although Policy, Programme and Change is a new area for the AD in Bradford, the note from CX on appointment outlined the new AD's capability and experience in this area.</li> <li>4. Creating the two posts will demote all staff underneath –currently staff from both areas in the service report directly to the AD – concerned there could be negative implications for staff going into a restructure.</li> <li>5. The issue of these posts should be dealt with as part of the substantive restructure and not pre-empt it. The restructure should be undertaken as a whole and not piecemeal.</li> </ol> <p>Unite's position is that these interim posts should not be created.</p> | <p>21.12.16 Management confirmed that this was the case – the temporary posts were needed to assist the AD operationally and give staff the opportunity to use their skills and knowledge to gain experience.</p> <p>Management will discuss the number of funded vacant posts within PPC with HR tomorrow.. This information will be shared with the Trade Unions when available.</p> <p>Unison and GMB confirmed that they would want the two posts to be advertised internally within the Council not just the Office of the Chief Executive</p> |
|  |  |  |  |  |  |  |  |  |  |  |  |  | Unite's position is that these interim posts should not be created.  |   |
|  |  |  |  |  |  |  |  |  |  |  |  |  | If the interim posts are created, Unite's position is that they should only be open to applications from staff across OCX.   |   |

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|  |  |       |       |   |     |     |  |    |    |      |   |   | Unison said they thought the 2 posts were temporary for 6 months prior to the restructure and there was no guarantee the posts would be in the restructure. |  |
|  |  |       |       |   |     |     |  |    |    |      |   |   | 04.01.16 Meeting cancelled with TU agreement  | 04.01.16 Meeting cancelled with TU agreement |
|  |  |       |       |   |     |     |  |    |    |      |   |   |   |  |
|  |  | TOTAL | £3.6m | 0 | 479 | 479 |  | 88 | 99 | 11.5 | 0 | 4 | 0   |  |