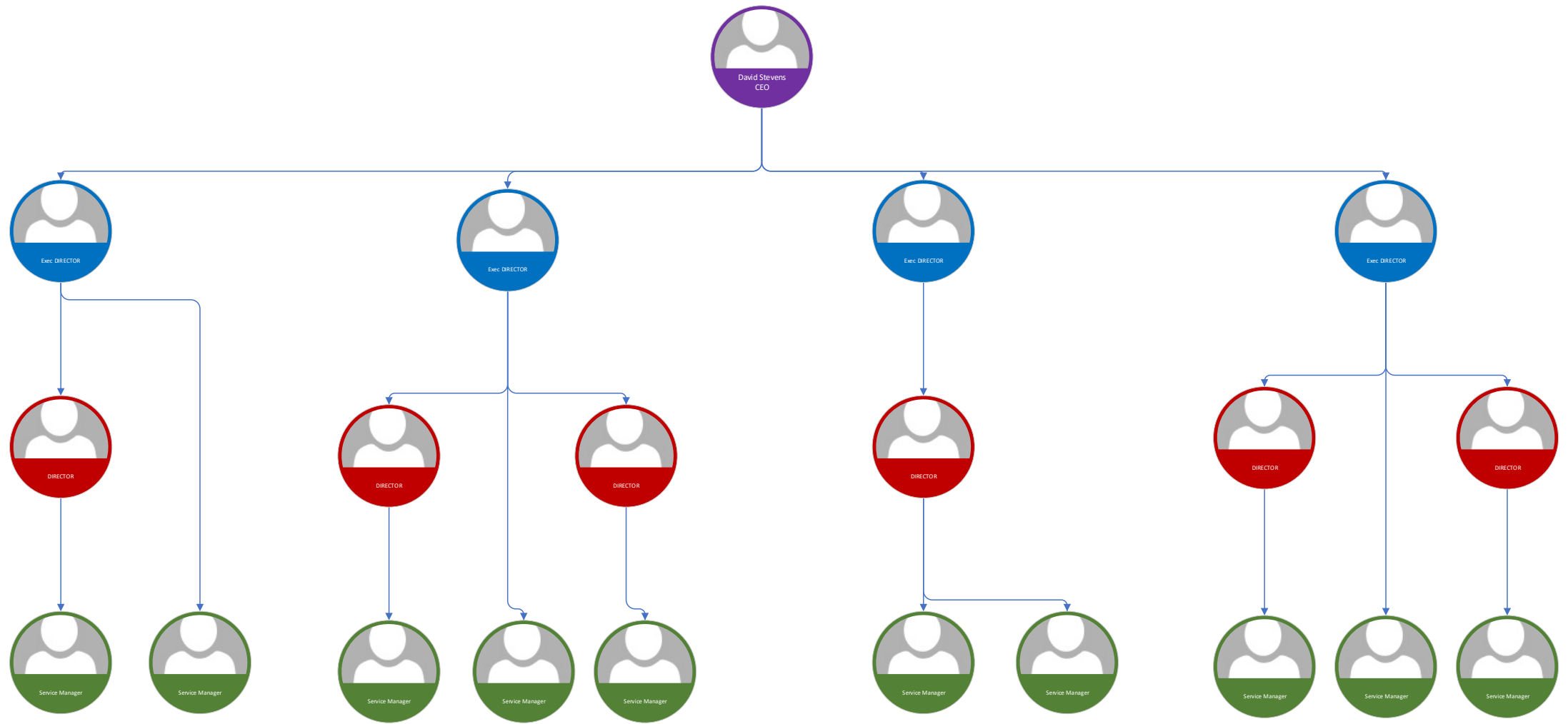


Proposed Council Structure September 2020

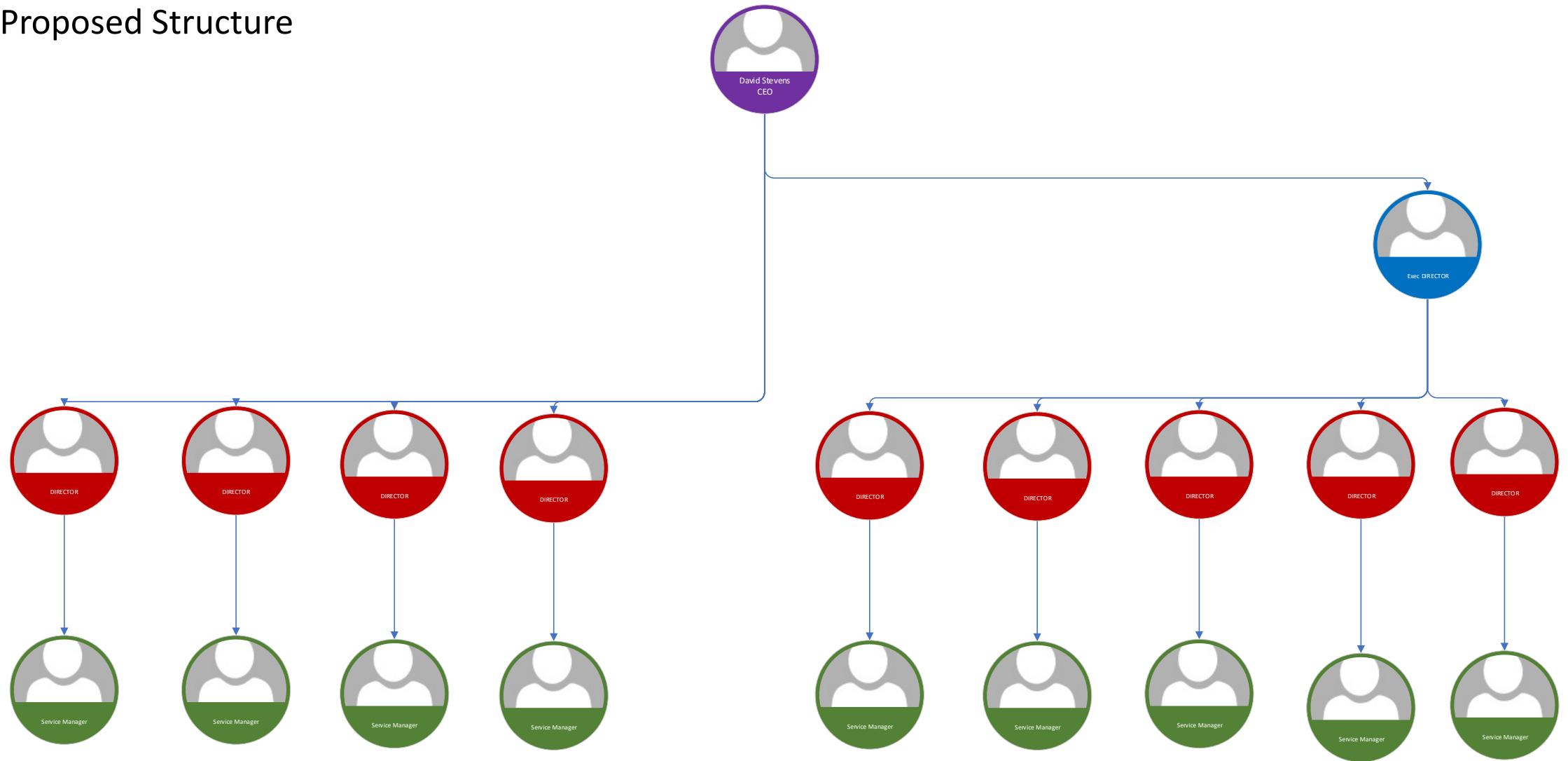
Reasons for change

- Create a flatter management structure with clearer lines of accountabilities and a greater emphasis on collaborative working
- Realise efficiencies
- Ensure that the statutory roles are acknowledged, understood and embedded.
- Drive improvements in the quality of service delivery.
- Focussing leadership capacity to meet the demands on the Council and deliver the identified ambition, outcomes and priorities.
- Delivering joined-up service units that promote a 'whole-solution' mind set and approach.
- Rebalancing of existing service areas to effectively meet the needs of Sandwell residents, maximise opportunities and drive delivery.

Current Structure



Proposed Structure



2020 salary scales

Chief Executive's annual salary

- £151,580

Executive Director annual salary

- £126,359 to £140,438

Director annual salary

- £95,092 to £110,890

Service managers annual salary

- SM1 £64,699 - £73,946
- SM2 £76,130 - £87,034

Directors structure costings

Reducing the cost of the recommended Structure



Saving around £120k per annum

As Is 2020/21						
Post	Grade	Basic	NI	Super	Total	
Chief Executive	1	151,949	19,778	31,149	202,876	
Exec Director - Resources	7	140,779	18,237	28,860	187,876	
Director - Law & Governance	13	111,160	14,149	22,788	148,097	
Exec Director - Adults	7	140,779	18,237	28,860	187,876	
Director - Prevention & Protection	13	111,160	14,149	22,788	148,097	
Director - Public Health	13	111,160	14,149	22,788	148,097	
Exec Director - Childrens	7	140,779	18,237	28,860	187,876	
Director - Education	13	111,160	14,149	22,788	148,097	
Exec Director - Neighbourhoods	7	140,779	18,237	28,860	187,876	
Director Housing & Communities	13	111,160	14,149	22,788	148,097	
Director - regeneration & growth	13	111,160	14,149	22,788	148,097	
		1,382,024	177,620	283,317	1,842,961	
To Be 2020/21						
Post	Grade	Basic	NI	Super	Total	
Chief Executive	1	151,949	19,778	31,149	202,876	
Deputy Chief Exec	7	140,779	18,237	28,860	187,876	
Director of Regeneration and Growth	13	111,160	14,149	22,788	148,097	ce
Director of Finance	13	111,160	14,149	22,788	148,097	ce
Director of Law and Governance	13	111,160	14,149	22,788	148,097	ce
Director - Public Health	13	111,160	14,149	22,788	148,097	dce
Director - Adult Social Care	13	111,160	14,149	22,788	148,097	dce
Director of Children & Education	13	111,160	14,149	22,788	148,097	dce
Director of Borough & Communities	13	111,160	14,149	22,788	148,097	dce
Director of Housing	13	111,160	14,149	22,788	148,097	dce
Director of Business Strategy & Change	13	111,160	14,149	22,788	148,097	
		1,293,165	165,356	265,101	1,723,622	
		(88,859)			(119,339)	