

Libraries Future Delivery Proposed organisational re-structure

Version 2.1 30 Nov 2016

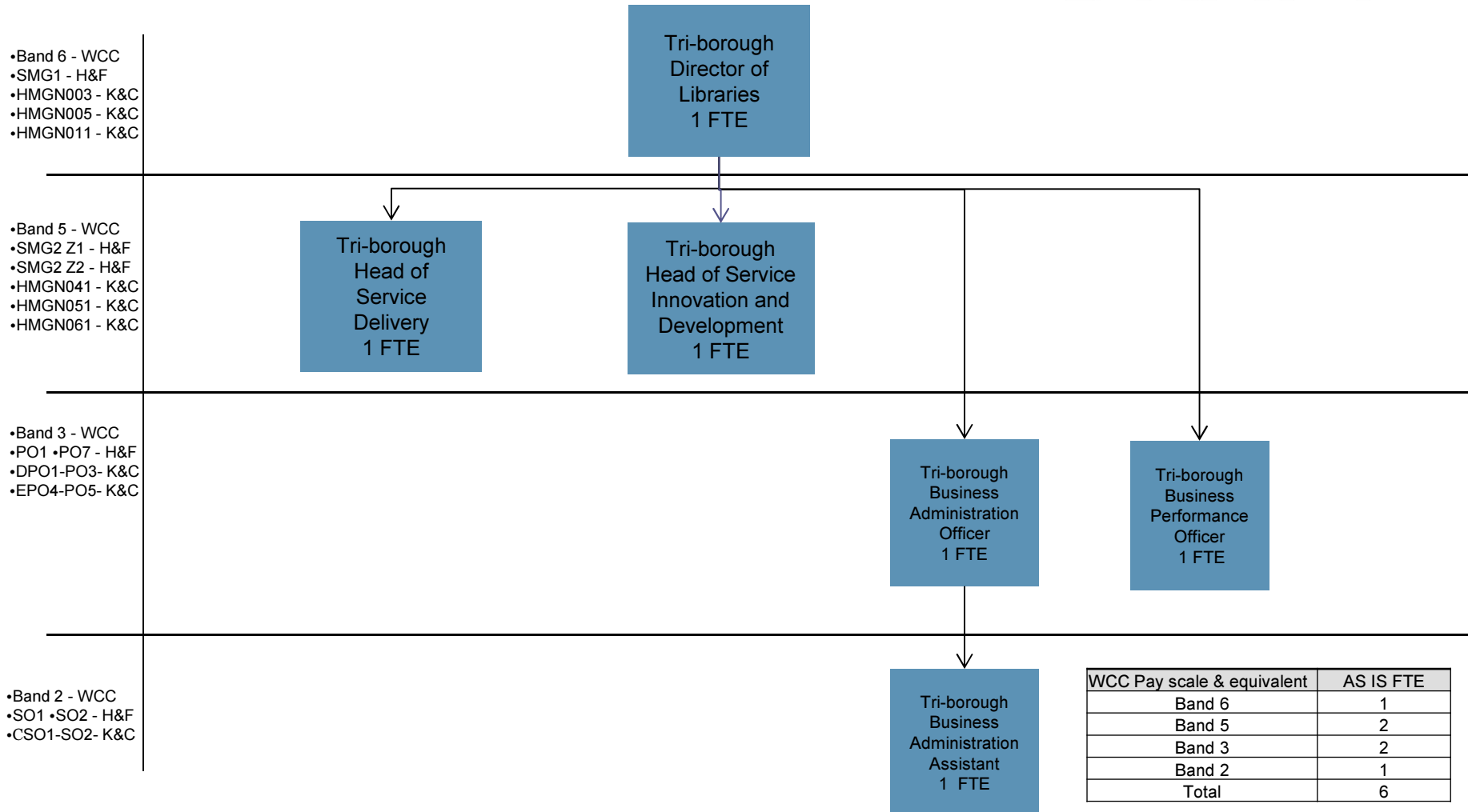
Organisational design principles

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- Joint service objectives for the leadership team
- Increased commercial and strategic focus at leadership level
- Flatter structure, empowering staff at lower levels (5 levels from entry to director compared to 6 in as-is)
- Increased efficiency through grouping complementary functions
- Increased efficiency through removing duplication of functions
- Sovereignty of boroughs is reflected in organisation chart design and implementation
- Provision of ladder of opportunity through apprenticeships, clear career path and more roles at Band 4 or equivalent in the other boroughs
- Development of staff aligned to local and national service trends
- Retention of specialism where possible

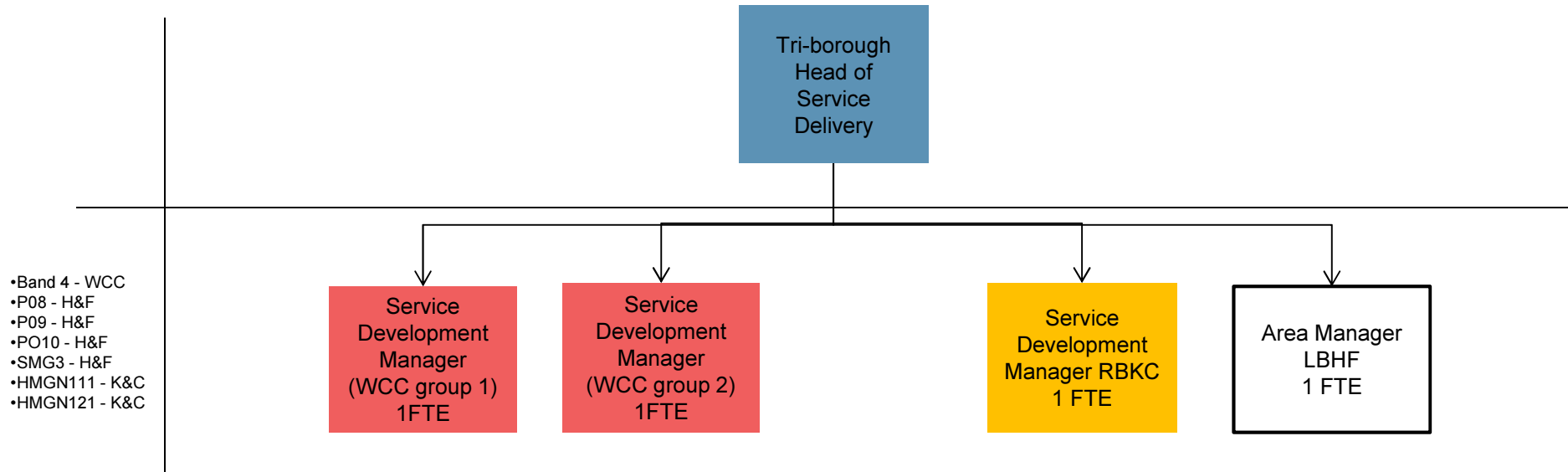
Tri-borough libraries service (Leadership Team)

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Service delivery - direct reports

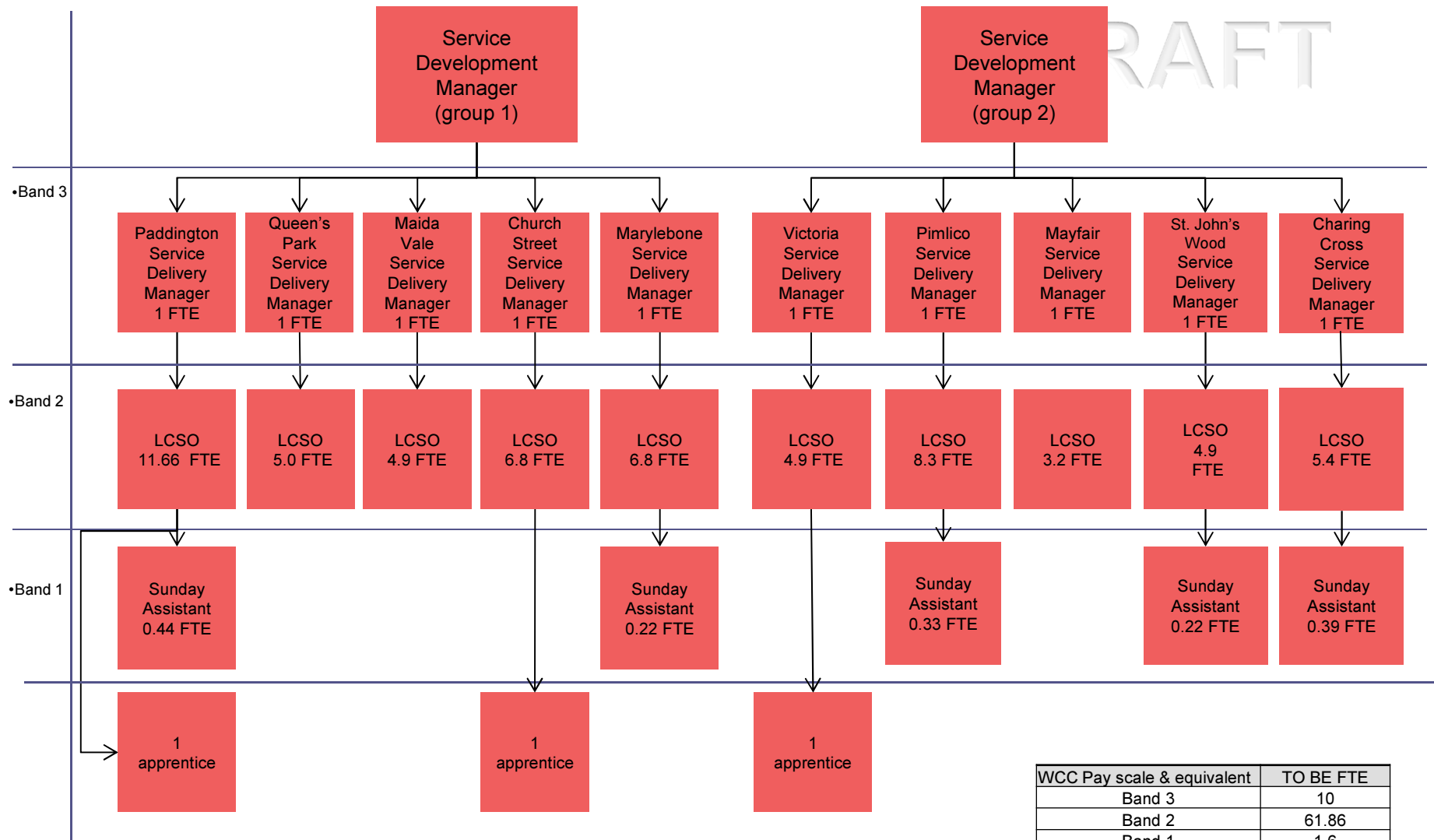
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WCC Pay scale & equivalent	TO BE FTE
Band 4	3
Total	3

WCC
RBKC
LBHF
Tri-B
Not in scope

Service delivery-WCC front line operations

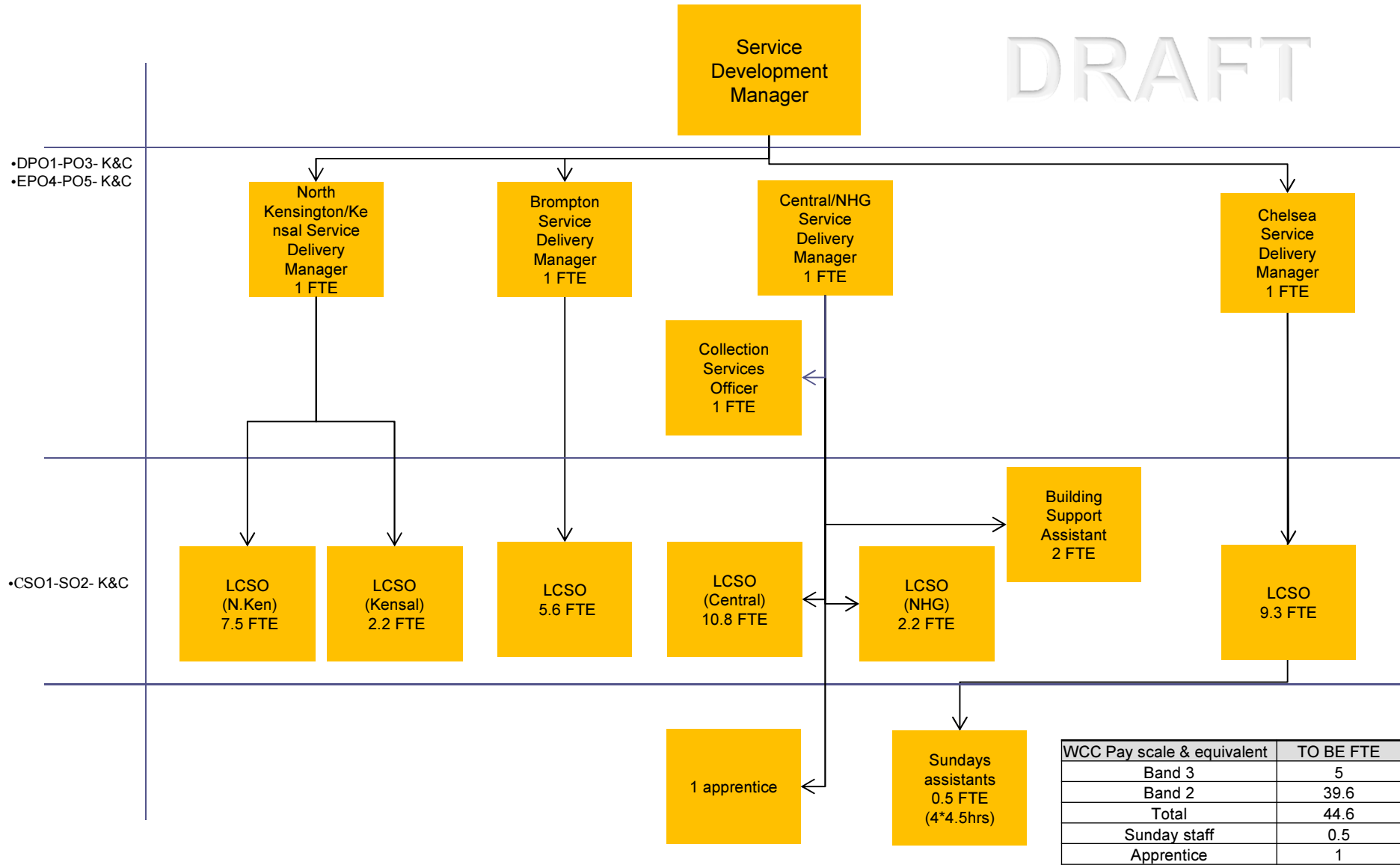


LCSO = Libraries Customer Service Officer

WCC Pay scale & equivalent	TO BE FTE
Band 3	10
Band 2	61.86
Band 1	1.6
Total	73.46
Apprentice	3

Service delivery-RBKC front line operations

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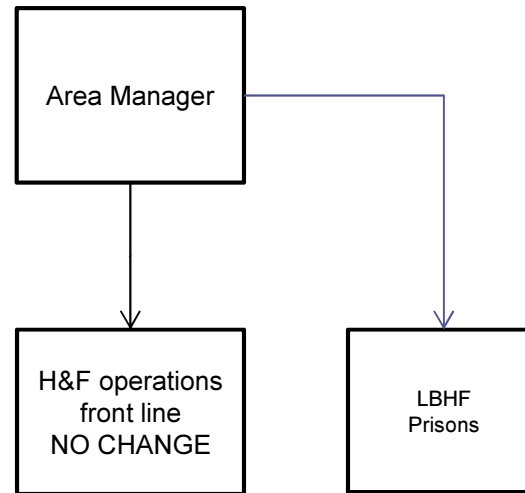


LCSO = Libraries Customer Service Officer

WCC RBKC LBHF Tri-B Not in scope

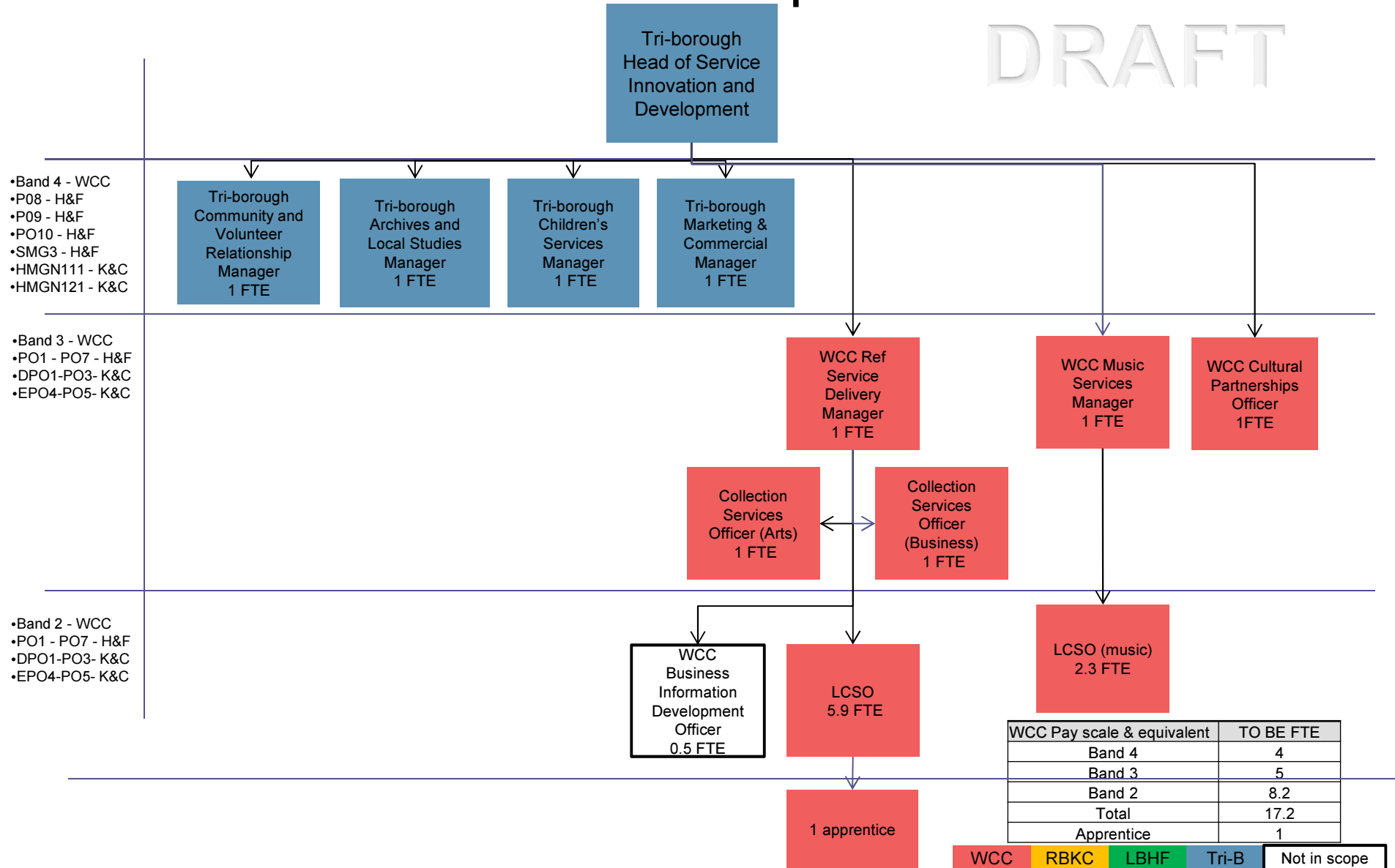
Service delivery - LBHF front line operations

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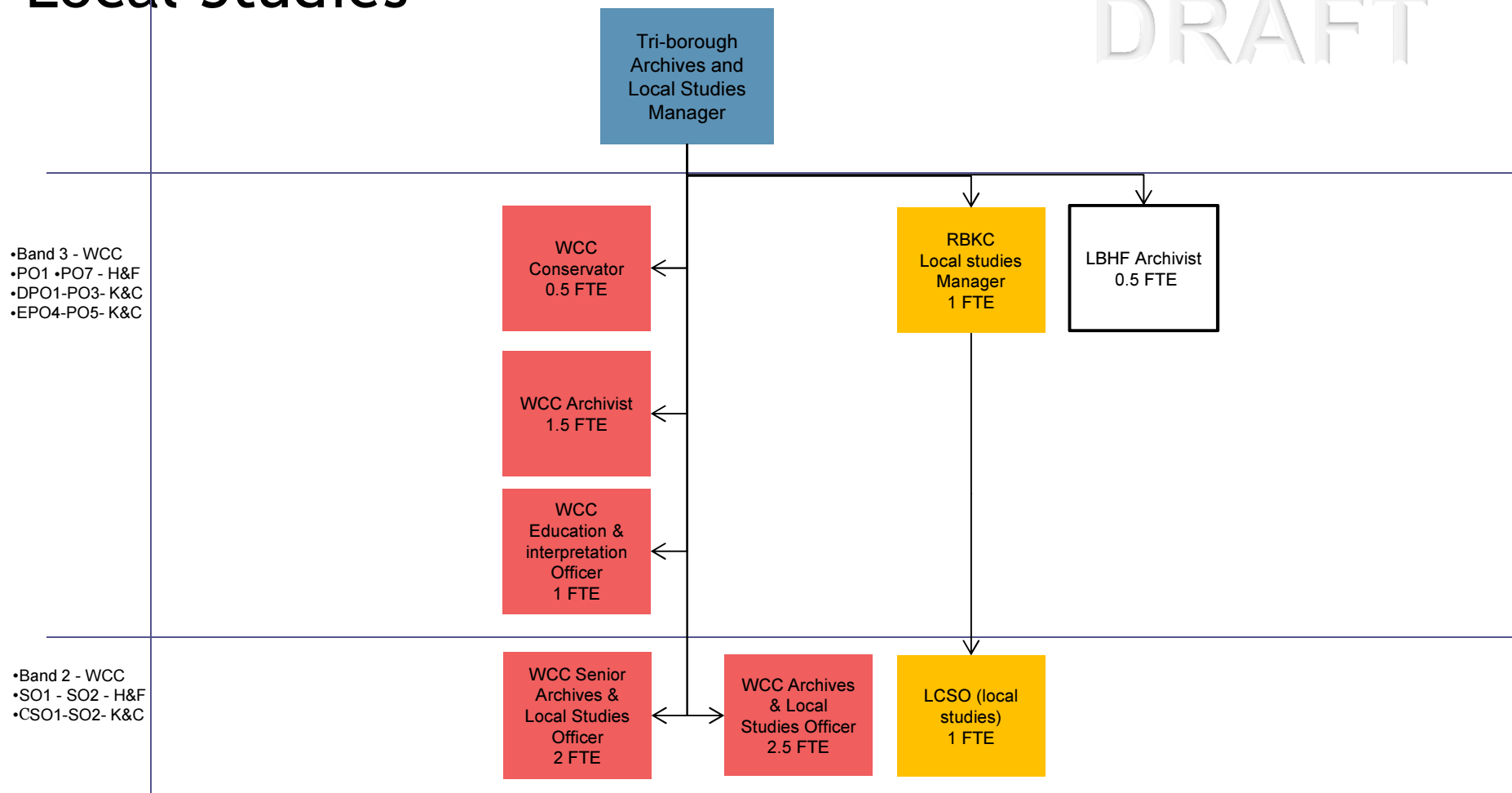
Service innovation and development

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Service innovation and development - Archives and Local Studies

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- Band 3 - WCC
- PO1 •PO7 - H&F
- DPO1-PO3- K&C
- EPO4-PO5- K&C

- Band 2 - WCC
- SO1 - SO2 - H&F
- CSO1-SO2- K&C

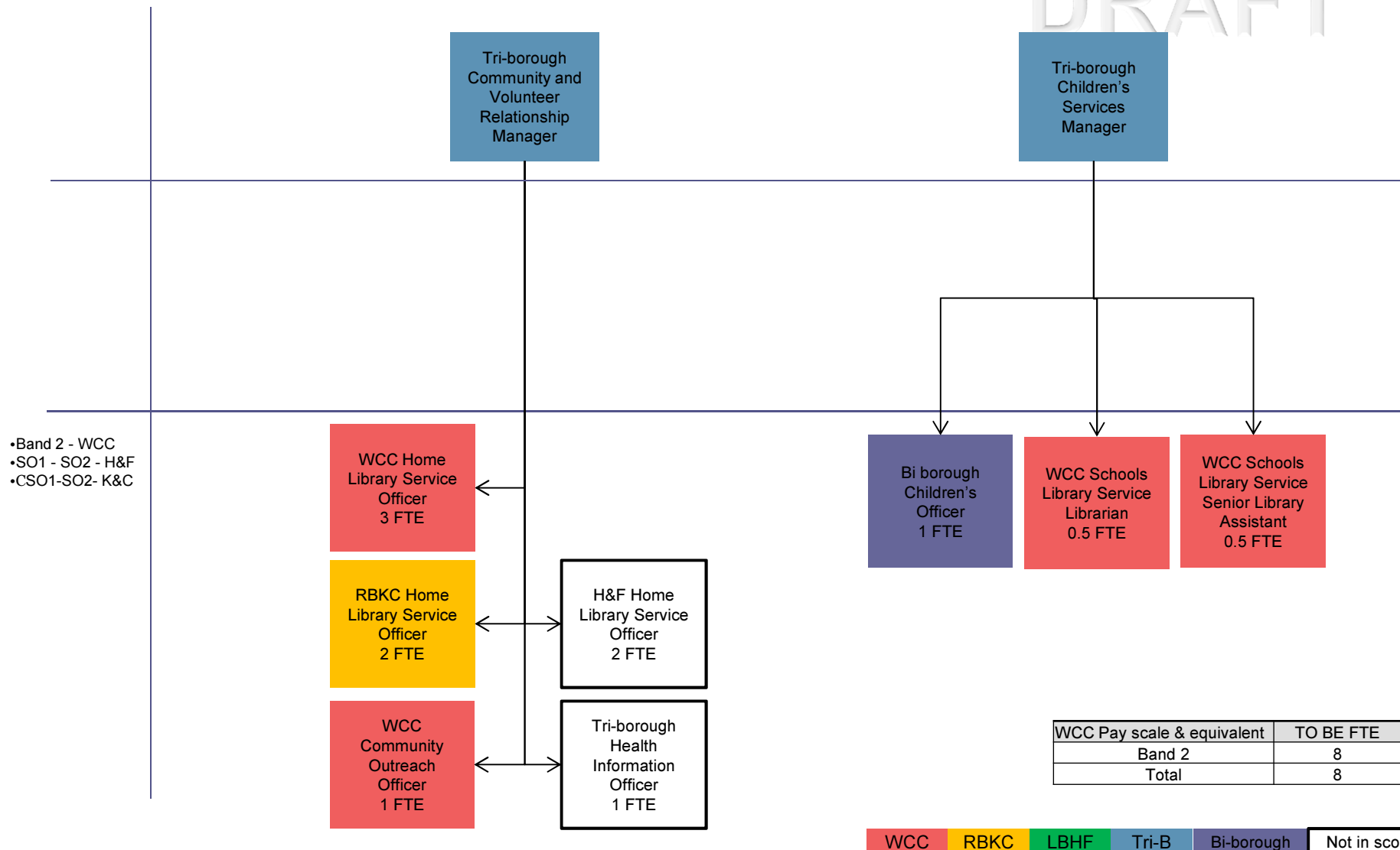
WCC Pay scale & equivalent	TO BE FTE
Band 3	4
Band 2	5.5
Total	9.5

LCSO = Libraries Customer Service Officer

WCC
RBKC
LBHF
Tri-B
Not in scope

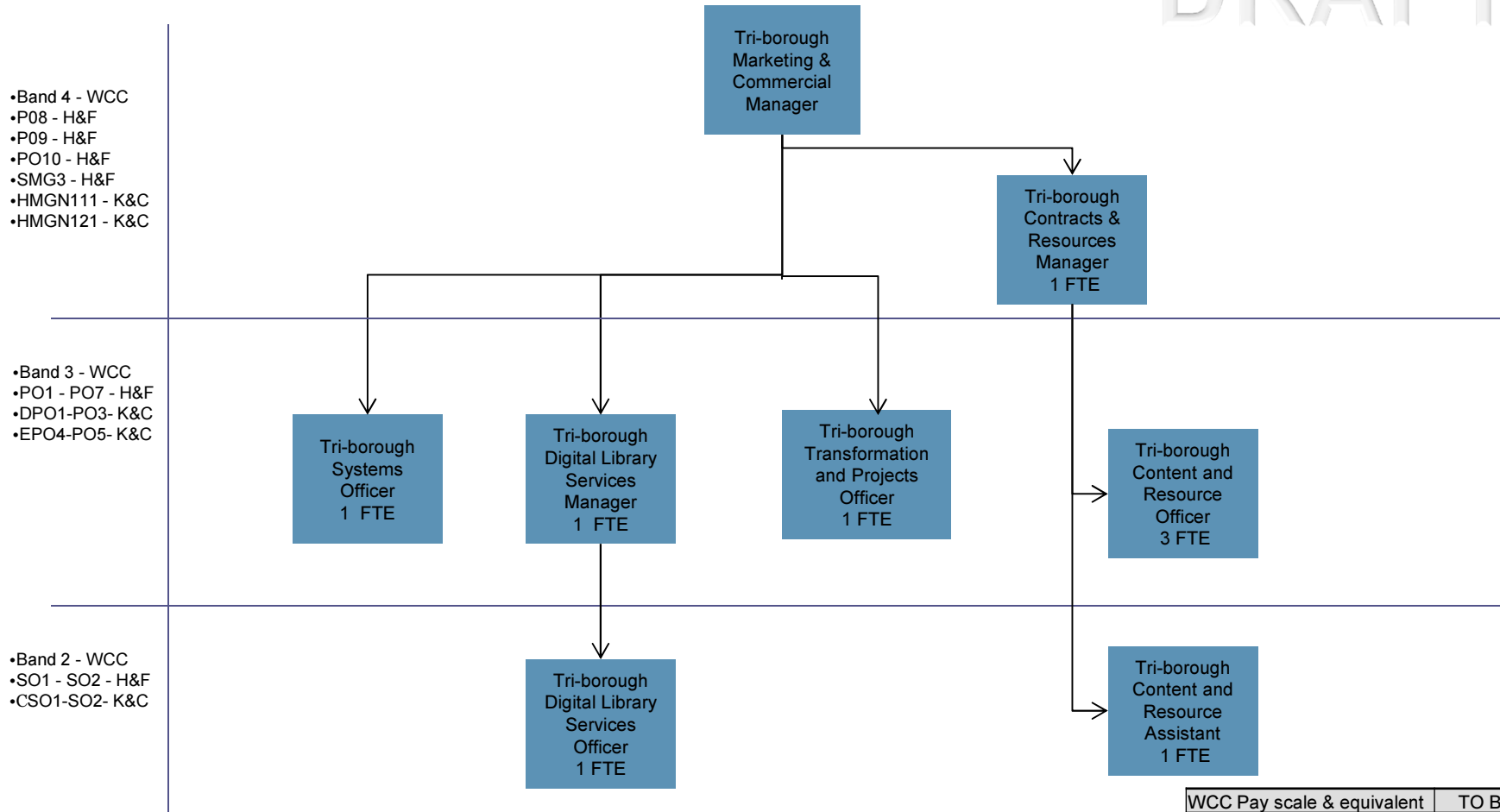
Service innovation and development - Community engagement

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Service innovation and development - Marketing and commercial

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WCC Pay scale & equivalent	TO BE FTE
Band 4	1
Band 3	6
Band 2	2
Total	9

WCC RBKC LBHF Tri-B Not in scope