

**CYNGOR SIR POWYS COUNTY COUNCIL**

**County Council  
22<sup>nd</sup> October 2014**

**REPORT AUTHOR: County Councillor Phil Pritchard, Portfolio Holder for HR and ICT**

**SUBJECT: Question from County Councillor Stephen Hayes**

**In view of your view, expressed frequently and forcibly, that the Council employs far too many middle managers, please inform council of the steps you as portfolio-holder for HR have taken to ascertain the extent of the problem and the actions you will be taking to remedy it?**

The Head of Professional Services and Commissioning has recently conducted a study of layers of management and spans of managerial control across the Council following the implementation of the Voluntary Severance Scheme earlier on in the year and subsequent service reorganisations. The study utilised a widely recognised model to measure the efficiency and effectiveness of the Council's organisational structures against. The outcome of this study was reported to Management Team and is being used to inform structural reorganisations. Whilst the study identified opportunities for further improvement and efficiency, it did identify a conscious move away from the extensive managerial hierarchies and short spans of control that were historically evident in some organisational structures prior to the implementation of Single Status. It also identified that inefficiencies in organisational structures were being actively addressed in response to the challenge of meeting savings targets.