Libraries Future Delivery Proposed organisational re-structure

Version 2.1 30 Nov 2016

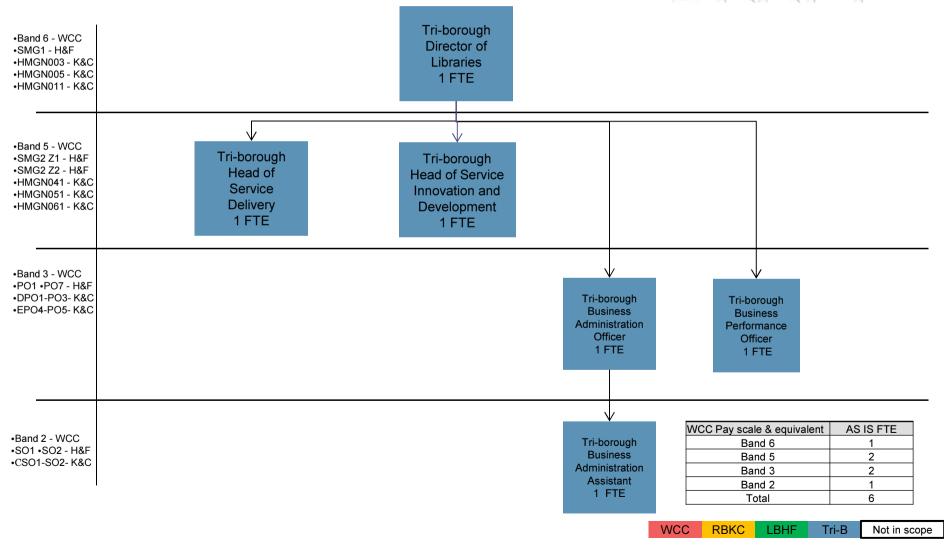
Organisational design principles

DRAFT

- 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

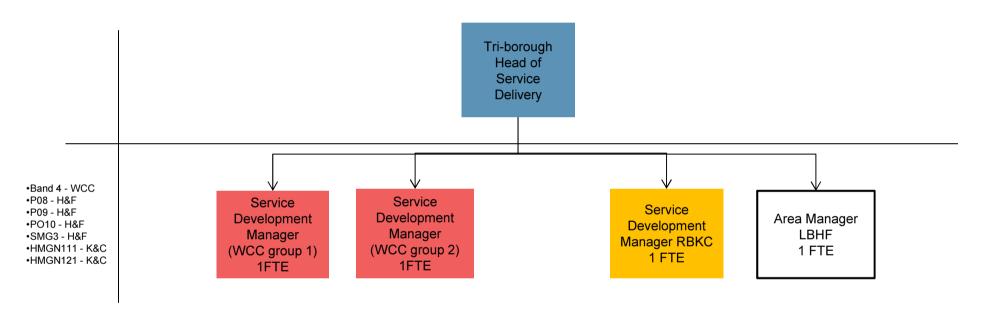
Tri-borough libraries service (Leadership Team)

DRAFT



Service delivery - direct reports

DRAFT



٧	NCC Pay scale & equivalent	TO BE FTE
	Band 4	3
	Total	3

WCC RB

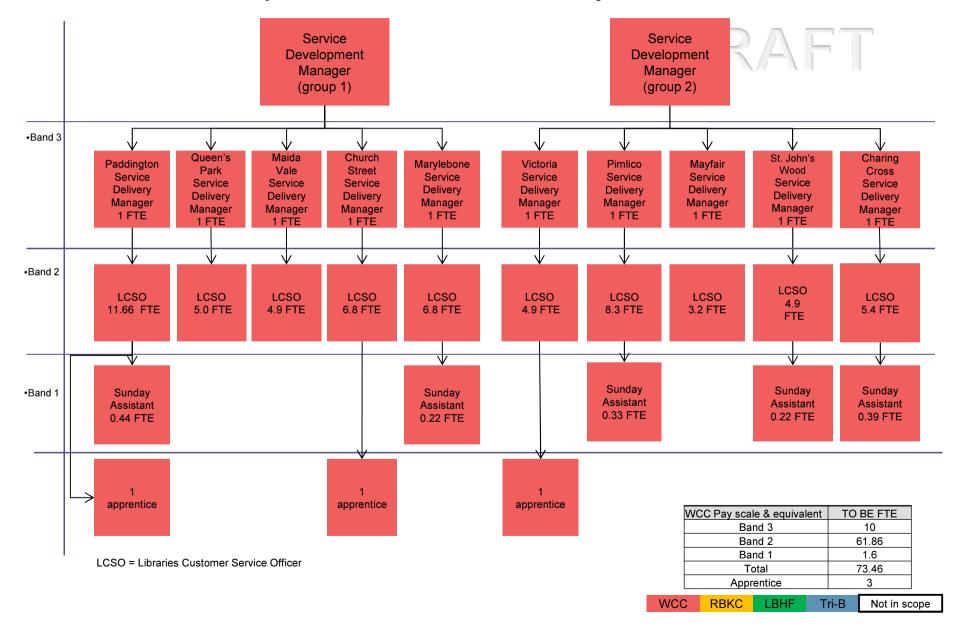
RBKC

LBHF

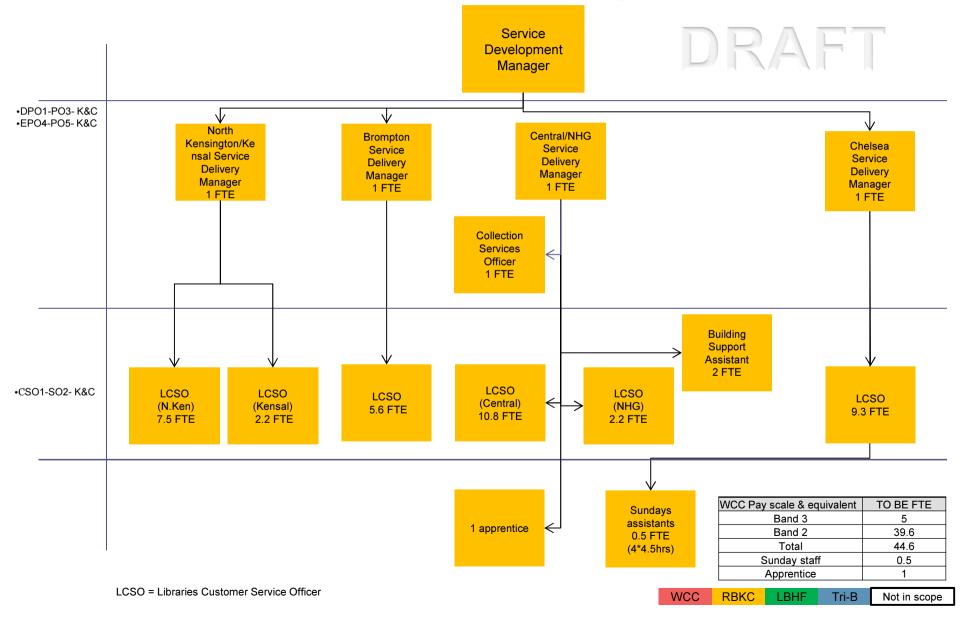
Tri-B

Not in scope

Service delivery-WCC front line operations

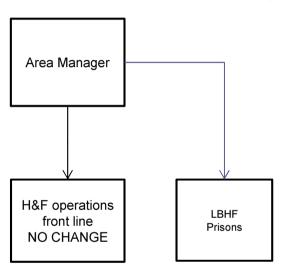


Service delivery-RBKC front line operations

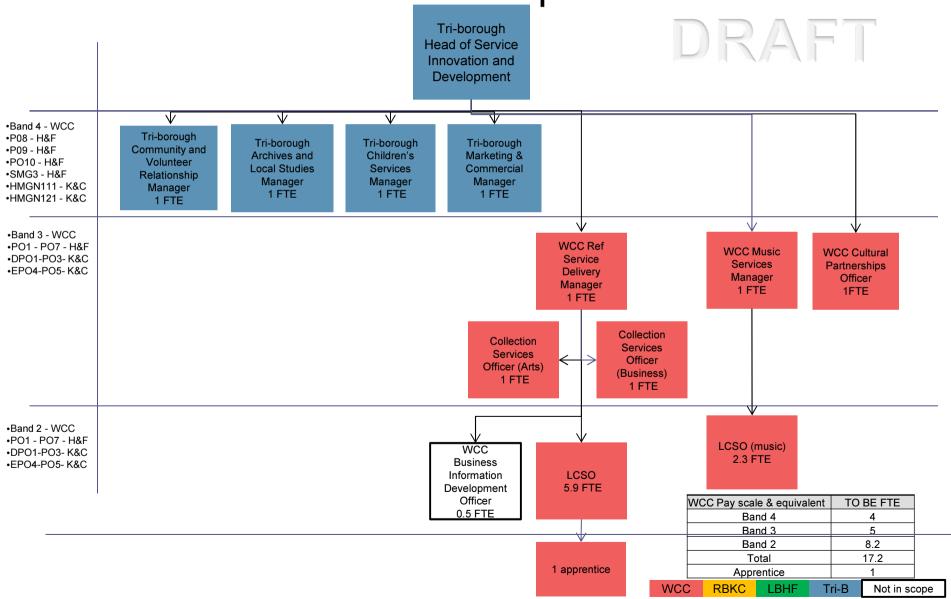


Service delivery - LBHF front line operations

DRAFT



Service innovation and development



Service innovation and development - Archives and **Local Studies** DRAFT Tri-borough Archives and **Local Studies** Manager **RBKC** WCC •Band 3 - WCC LBHF Archivist Local studies Conservator •P01 •P07 - H&F Manager 0.5 FTE 0.5 FTE •DPO1-PO3- K&C 1 FTE •EPO4-PO5- K&C WCC Archivist 1.5 FTE WCC **Education &** interpretation Officer 1 FTE **WCC Senior** •Band 2 - WCC **WCC Archives** •SO1 - SO2 - H&F Archives & LCSO (local & Local •CSO1-SO2- K&C **Local Studies** studies) **Studies Officer** Officer 1 FTE 2.5 FTE 2 FTE WCC Pay scale & equivalent TO BE FTE Band 3 Band 2 5.5 9.5 Total LCSO = Libraries Customer Service Officer

WCC

RBKC

LBHF

Tri-B

Not in scope

Service innovation and development - Community engagement Tri-borough Tri-borough Community and Children's Volunteer Services Relationship Manager Manager •Band 2 - WCC WCC Home •SO1 - SO2 - H&F WCC Schools Bi borough **WCC Schools** •CSO1-SO2- K&C Library Service Library Service Children's Library Service Officer Senior Library Officer Librarian 3 FTE Assistant 1 FTE 0.5 FTE 0.5 FTE **RBKC Home** H&F Home Library Service Library Service Officer Officer 2 FTE 2 FTE WCC Tri-borough WCC Pay scale & equivalent TO BE FTE Community Health Band 2 Outreach Information Total Officer Officer 1 FTE 1 FTE

WCC

RBKC

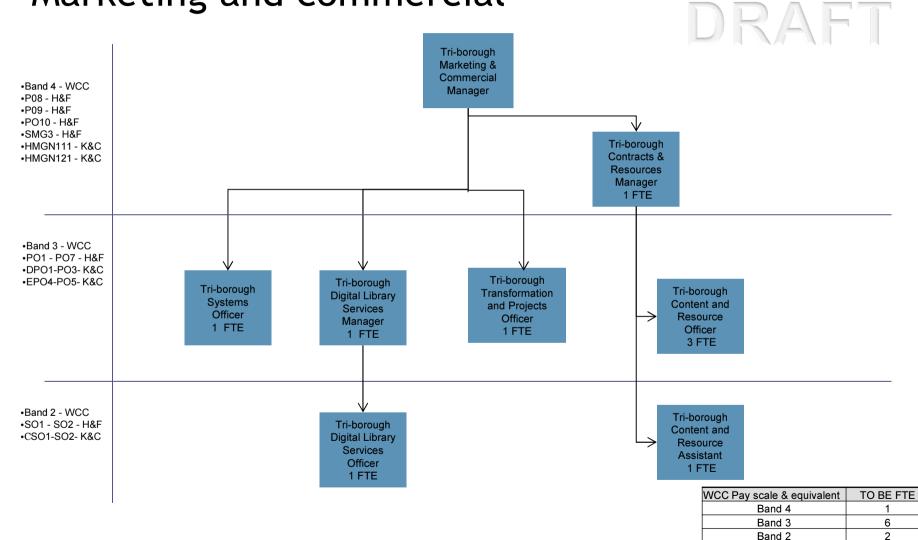
LBHF

Tri-B

Bi-borough

Not in scope

Service innovation and development - Marketing and commercial



Band 2 Total

LBHF

Tri-B

Not in scope

RBKC